

LOCAL GOVERNMENT SERVICE

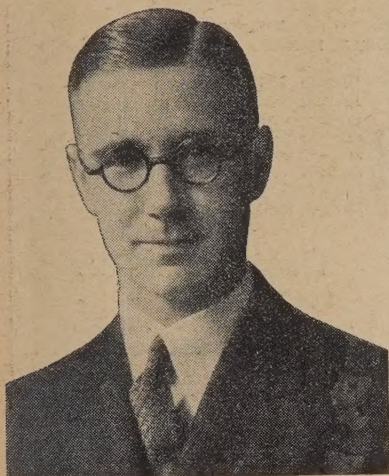
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MR. K. J. BRIZELL

IT is said of many institutions that familiarity breeds contempt, and though this may not be true of local government, it does seem as though, at the present day, familiarity has bred a feeling of satisfied indifference in local affairs. This fact, it is true, is in itself an implied compliment to the manner in which the government of cities, towns, and villages is conducted, for, if the local government of an area was not efficient, or if the services which the local authority provides were inadequate, public opinion would not be slow in expressing itself in most trenchant terms.

No Thoughts of Future

Before 1835, the date when the Municipal Corporations Act was passed, creating the local authority in its present form, the conditions of life in the towns and villages was appalling. Vast industrial areas had sprung up in the North during the preceding fifty years, and large numbers of people had left their agricultural occupations and had congregated around the new factories, intent upon being absorbed into the new industries. For the sake of convenience, houses were erected as close as possible to the factory premises, and no thoughts as to the future health of their inhabitants entered into the calculations of the builders. Back to back houses were erected; of sanitation and drainage there was none; and severe overcrowding was the rule rather than the exception. Epidemics of disease were frequent, and the death rate was exceedingly high.

What We Owe to Local Government

By K. J. BRIZELL

Mr. K. J. Brizell is the winner of the first prize of twenty-five guineas in the essay competition on "What We Owe to Local Government," organised by the Association in celebration of the centenary year of local government. There were 348 entries for this competition, the judges for which were: Mrs. L. Fisher, Sir Frederick J. Marquis, Dr. A. W. Pickard-Cambridge, Lord Riverdale, Sir Arthur Robinson, and Sir Josiah Stamp. Mr. Brizell, whose entry we have pleasure in reproducing in this issue, is twenty-three years of age, and is employed as an assistant on the committee work in connection with the Liverpool Corporation's electricity undertaking. He is at present in his final year of study for the University of Liverpool's Diploma in Public Administration.

Popular education was practically unknown, though the churches were making an effort to provide this need, and the poor, of whom there were many, were maintained with a harshness which was characteristic of the age. The principle of granting the minimum amount for subsistence was practised, and the major portion of relief was given in workhouses and institutions. Insanitation, pauperism, ill-health, and ignorance may be said to describe the conditions of town life a little more than two years ago.

Benthamite Doctrine

The commencement of last century, however, saw the rise of a school of thought founded on the doctrines of Jeremy Bentham. His doctrine that the State should provide for the greatest happiness of the greatest number of its citizens, had, as its complement, the doctrine that where the people did not know what their best interests were, or knowing what their best interests were had not the faculty of promoting these interests, then the State should intervene, either by defining the former or making provision for the latter.

This doctrine, new in theory and humanitarian in principle, rapidly became embodied in a series of legislative enactments revolutionising the previously accepted social life of the community. Men of such administrative calibre as Edwin Chadwick, in the field of poor law, Sir John Simon in public health, and Macaulay and Sir Charles Trevelyan in education, sponsored and

started the administration of the new social services. But it was on the local authorities that the brunt of the burden gradually fell, and it was on their ability that the success or failure of the new system depended. From an inauspicious start, the local authorities were continually given the functions which had been administered by *ad hoc* bodies appointed for the purpose, and in 1929, perhaps the greatest of the social services, that of poor relief, was handed over to them.

Economic Value of Health

The public health service embraces in its scope functions ranging from the provisions of drains to the feeding of babies. It provides sewers, cleans the street, endeavours to prevent the spreading of disease, tends the sick, and generally cares for the physical well-being of the community. All these activities have a considerable economic value, for by preventing ill-health, they benefit industry and trade, as both these factors in our economic life depend for their efficiency on the physical ability of the employees. Again, the more educated child who is being absorbed into industry as a result of the educational activities of the local authorities, must have an important bearing upon industrial activity, for an illiterate and unhealthy employee cannot take the same interest in his work, nor can he produce as efficiently as one who enjoys good health and takes an intelligent interest in that which he is doing. A decent standard of life is absolutely

dependent upon health and education, and it is to the local authority that credit must be given for the improvement which has taken place.

Basis of Communal Life

To these factors contributing towards happiness, must be added that of security, and this also is provided by the local authority as the agent for the State. This security is the basis of communal life, and by abrogating his right to the personal enforcement of his security, the citizen is conforming to the fundamental principle of civilisation. To surrender this right, a complete confidence must rest in the community to act impartially when called upon to do so, and in this respect the local guardians of the peace have the confidence of the individual.

Economic and Social Burden

The last main statutory obligation, that of providing poor relief, lies in a different category from the other services. A section of the population which is destitute and is not adequately provided for is a burden both upon the economic and social structure of a country. This problem can best be met by the provision of relief by those most intimately acquainted with the circumstances of the recipients, and upon the local authority this duty devolves. It is not only the provision of relief which matters, but more important, the provision of an adequate amount of relief, and it is in this latter respect that the local authorities are so well able to judge. The administration of public moneys for non revenue producing services is an onerous duty, and requires careful consideration. The local government of this country, with few exceptions, has fulfilled this obligation with every satisfaction.

Ameliorating Conditions

A highly important social service which has developed rapidly since the beginning of this century, and one which has caused a revolution in the previous practice, is that of housing the working classes. This function is really an adjunct to the public health service, for, with the increased activity of local authorities in the demolition of slum property, it became necessary to provide suitable and modern accommodation for the dispossessed tenants. Vast new housing estates have been erected under the control of the municipality, and good houses at low rents have been provided for the poorer classes. These low rents, coupled with the interest which these modern landlords take in the welfare of their tenants, have done much to ameliorate the conditions upon which this section of the populace lives.

Local authorities, in addition to performing these statutory and basic duties, have been permitted, and encouraged,

by the State to extend the scope of their activities over a much wider field.

Value of Municipal Trading

The largest step which has been taken in this direction during the past fifty years has been the growth of municipal trading enterprises and the provision of public works. The value of these services lies in the fact that when a municipality provides such services as the generation of electricity, the production of gas, the operation of a transport system or the supply of an adequate and pure amount of water, these services are provided at as low a cost as practicable to the individual, purely for his or her benefit. When the ratepayer rises of a morning and washes with "municipal" water, cooks his breakfast with "municipal" gas, and travels to work on a "municipal" motor-bus, when (if there be an accident) he is taken to a municipal hospital, and if the accident proves fatal, he is buried in a municipal cemetery, he gives little thought as to the manner in which these services are provided, nor the trouble which somebody is taking to anticipate his actions and supply his demands. All he does is to grumble when a reasonable account is rendered to him each quarter!

A Vital Factor

The extent to which local government has become a vital factor in the national well-being, and as an indication of the manner in which it has been entrusted with the administration of many of the social services, figures in connection with the expenditure of local authorities during the past twenty-five years offer ample proof. In the year 1913, the total receipts from loans and rates amounted to £157,500,000 while, for the year ending March 31st, 1931, these receipts were £566,000,000. Public debts had risen from nearly £600,000,000 in 1913, to £1,400,000,000 in 1931, while the receipts from trading services during the same period had risen from £49,000,000 to £139,000,000. These figures speak for themselves.

While, therefore, the central government of the country may excite the interest of the majority of the people to a greater extent than does local government, the reason for it is hard to explain. It is, after all, the local government of the country which tends to their more intimate needs, and it might be thought, with justification, that popular interest would centre around that section of the government of the country with which it is more closely acquainted. This, unfortunately, is not so, and local government does not receive that meed of praise for its activities which it might be entitled to expect.

(Next month we shall publish the entry which earned the second prize of £10 10s. for Miss Christina Hyde, of Birmingham.)

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Superannuation Success

Important High Court Decision

A decision of primary importance affecting officers under the Local Government and Other Officers' Superannuation Act 1922 has been given in the recent case of *Powell v. Sheffield Corporation*. Mr. Powell is a member of N.A.L.G.O., and legal assistance was afforded him by the Association in pursuing his action. The case in the first instance came before the Arbitrator appointed by the Minister of Health under Section 22 of the Act of 1922, and then went on appeal to the High Court.

The case was argued before the Arbitrator on October 23 and 30, 1935, when both Mr. Powell and the Corporation were represented by Counsel.

At the conclusion of the hearing Counsel for the Corporation asked the Arbitrator to make his award in the form of a Case Stated.

The Arbitrator published his award on November 25, 1935, and left for the decision of the High Court two questions of law:

(1) Whether an agreement entered into between Mr. Powell and the Sheffield Corporation on October 3, 1932, whereby the former purported to contract out of the Act of 1922 was valid and binding, and (2) Whether (if Mr. Powell was entitled to superannuation despite that agreement) the period of his service under the Handsworth Urban District Council from 1901 to 1921, which was prior to his service under the Sheffield Corporation, should be excluded in calculating his superannuation allowance.

The Corporation appealed against the Award, and the case came on for hearing in the King's Bench Division before Mr. Justice Du Parcq on January 24, 1936.

Mr. R. M. Montgomery, K.C., and Mr. W. A. Macfarlane appeared for the Corporation, while Mr. Powell was represented by Mr. R. P. Croom-Johnson, K.C., and Mr. Paul C. Davie. The facts of the case are dealt with fully in Mr. Justice Du Parcq's judgment, which was as follows:

I have hesitated as to whether in this case I should give my judgment now or reserve it; but on the whole, as I have come to a conclusion upon the case, I think it is better that I should give judgment now while the arguments are fresh in my mind.

It is not necessary, I think, that I should state the facts in any detail. The facts have already been found by the learned Arbitrator and I have nothing to do with his decision upon the facts except to accept it. What I am asked to do and what I am bound to do is to say whether or not the learned Arbitrator is right in his view of the law. I shall, therefore, only state enough of the facts to make what I say comprehensible.

The claimant in this case was employed for some years under the Handsworth Urban District Council, having been previously employed by other public bodies. In the year 1920 a representation was made to the Ministry of Health by the City of Sheffield that the boundaries of that City should be altered so as to include neighbouring districts, including the Urban District of Handsworth. I think it is plain that at that date it was anticipated that the legislature might give effect to the wishes of the City of Sheffield and that in due course there would be made a Provisional Order dealing with

the Sheffield extension, which would be confirmed by the legislature; and I think it was anticipated, probably with very good reason at that time, that provision would be made by the legislature for the compensation of any officials of the Handsworth Urban District Council who either found themselves deprived of their employment by the abolition of office or deprived of some of their emoluments by diminution or loss of fees or salary.

On the 18th June, 1920, an agreement was entered into between the Lord Mayor, Aldermen and Citizens of Sheffield and the claimant, whereby, after reciting the fact that the representation to which I have referred had been made, that an agreement had been made between the Corporation of Sheffield and the Handsworth Urban District Council and that the claimant had submitted particulars of his salary and emoluments to the Corporation, it was agreed between the parties "that such adequate compensation as aforesaid"—that is to say, looking back at one of the recitals, adequate compensation for the official—"shall be the sum of £300 per annum, such annuity to become payable from the day on which the Order for the inclusion of the Handsworth Urban District within the City of Sheffield shall come into operation and to be in full discharge for all claims to which the said Bernard Powell shall or may become entitled in any respect whatsoever by reason of his said office or otherwise in relation to the said Urban District of Handsworth, provided always that such annuity shall be suspended while the said Bernard Powell shall hold any office under the Corporation and shall become payable from the day on which the said Bernard Powell shall cease to be employed by the Corporation." Mr. Bernard Powell is, of course, the claimant. I have referred to him heretofore only as the claimant. That agreement was under seal. In fact the claimant passed at once without any interval of time from the employment of the Handsworth Urban District Council to the employment of the Sheffield Corporation.

In 1922 was passed the Local Government and Other Officers' Superannuation Act, which made provision for payment of superannuation allowances to certain officers. It was an adoptive Act and in 1930 it was adopted by a resolution of the Sheffield Corporation of the 5th March of that year, the adoption to come into force on the 1st July, 1930. In section 3, which is the definition section of the Act, this definition occurs: "Officer or 'servant' means an officer or servant in the permanent service of the local authority occupying a post designated as an established post for the purposes of this Act by a resolution of the local authority and whether in receipt of salary or wages." The post of Divisional Surveyor was designated by a resolution duly passed as an established post for the purposes of the Act.

A dispute arose in July, 1930, between the claimant and the Sheffield Corporation. The claimant said that he was Divisional Surveyor; that that post was his and that, therefore, he was occupying a post designated as an established post for the purposes of the Act of 1922. The Council said that that was not so and on the 3rd October, 1932, an agreement was entered into, such agreement being stated to be supplemental to the agree-

ment of the 18th June, 1920, to which I have already referred. That agreement recited the Sheffield Extension Order of 1921, recited the fact that the claimant entered the service of the Sheffield Corporation at a salary of £600 a year, recited the adoption of the Local Government and Other Officers' Superannuation Act of 1922 and went on in this way: "And whereas it is claimed by the said Bernard Powell and denied by the Corporation that he the said Bernard Powell is the occupier of a post under the Corporation (and thereby entitled to superannuation under the said Act) which the Corporation have designated as an established post for the purposes of the said Act and the Corporation have informed the said Bernard Powell that they are not prepared to continue to employ him unless he withdraws the said claim. Now it is hereby agreed as follows: In consideration of the Corporation continuing to employ the said Bernard Powell as a Surveyor the said Bernard Powell agrees as follows: (1) That he the said Bernard Powell holds the said employment at the pleasure of the Council; (2) That the post which the said Bernard Powell occupies is not and shall not be deemed to have been or to be designated as an established post for the purposes of the Local Government and Other Officers' Superannuation Act, 1922; (3) That he the said Bernard Powell hereby withdraws the claim he has made as hereinbefore recited and hereby agrees that he is not and shall not at any time as of legal right on resigning from or otherwise ceasing to hold his office or employment under the Corporation be entitled to receive any superannuation whatsoever from the Corporation and that he will not claim to be entitled to receive any such allowance." That agreement was under seal.

In 1935 the claimant attained the age of sixty-five. He was given notice that on attaining that age his employment would cease, as it would I think necessarily cease unless it was extended by the Corporation, and he made a claim under the Act of 1922 to superannuation allowance. He was met with two answers. The first, if it is right, goes to the whole of his claim. The learned Arbitrator has held that it is not an answer to the claim at all. Mr. Montgomery has put it, I need hardly say, very clearly before me and it is this. The agreement of the 3rd October, 1932, was one which was under seal, so that it is not necessary to consider whether or not there was consideration for it. Mr. Montgomery says that there was consideration for it, because the Corporation said: At any rate, we shall not at once cease to employ you, as we should if you do not give up your claim; and, treating it as an enforceable contract therefore, Mr. Montgomery says: This is a case in which the Corporation and the claimant were at odds; they did not agree as to a question of fact—it might possibly be in part a question of law; but it is, I think, in this case mainly a question of fact—whether the claimant was an officer occupying a post designated as an established post or not and, in order to settle their differences, they entered into an agreement with him by which they gave some consideration and he agreed that the post that he occupied was not and should not be deemed to have been or to be designated as an established post.

On that point I agree with the learned Arbitrator. One thing is plain and Mr. Montgomery did not argue the contrary. A man who is entitled to a superannuation allowance under the Act of 1922—I am not limiting what I say to that Act, of course; but it is the only Act with which I have to deal to-day—has a vested and inalienable right to that superannuation allowance. He cannot, as it sometimes put, contract himself out of that right. He cannot by entering into any agreement divest himself of that right. The principle is established in the case of *Guardians of the Poor of Salford Union v. Dewhurst* in the House of Lords, which is

reported in 1926 Appeal Cases, page 619, and, as I have said, Mr. Montgomery accepts that view of this case. He agrees that an agreement by which the claimant has given up his rights would be unenforceable and worthless. If the claimant had said. Although I am an officer occupying a post designated as an established post, I will for good consideration abandon the right to superannuation allowance which that position gives me, it is not suggested that the agreement would be enforceable. I do not think that the distinction which Mr. Montgomery suggests can be drawn. At the date when that agreement was entered into Mr. Powell, the claimant, either was or was not occupying a post designated as an established post. We now know that he was occupying such a post. That is the fact and, even though he had doubts as to whether he was occupying such a post and even though the Sheffield Corporation may have felt no doubt that he was not occupying such a post, it does not affect the fact, which nothing can alter when it is once granted that it was the fact, that he was occupying such a post. In my view, if a man who does occupy an established post, if I may so call it for brevity's sake, says: I am willing to agree that I am not occupying an established post or that I shall be deemed not to be occupying an established post, he is only saying in other words: I am willing to give up the vested and inalienable right which the occupation of the post which in truth I do occupy gives me. I cannot draw the distinction which I was asked to draw between contracting out and contracting that you are not to be deemed to be in. I do not think that the distinction is one which ought to be drawn and I do not think that the Courts ought to try to find ways of enabling people to give up right of such importance as the right to a superannuation allowance. Therefore, upon that point I agree with the contentions of Mr. Croom-Johnson and with the decision of the learned Arbitrator.

The second point is this. Mr. Montgomery says that that agreement of the 18th June, 1920, provided for the payment of compensation for pecuniary loss by abolition of office or diminution or loss of fees or salary, and he relies on Article 52 of the Provisional Order confirmed by the Provisional Order Confirmation (Sheffield Extension) Act, 1921, which is in these terms: "Subject to the provisions of this Order no officer shall be entitled to claim or receive both compensation for any direct pecuniary loss by abolition of office or by diminution or loss of fees or salary and a superannuation or retiring allowance in respect of the same period of service and the same pecuniary loss." This second contention of Mr. Montgomery, which was also rejected by the learned Arbitrator, does not provide a complete answer to the claimant's claim to superannuation allowance. He is claiming to be compensated with regard not only to his service to the Sheffield Corporation, but also his service to the Handsworth Urban District Council. Mr. Montgomery says that he cannot have the latter; he is claiming or receiving under that agreement compensation in respect of the abolition of his office with the Handsworth Urban District Council or diminution or loss of fees or salary owing to his transfer to the Sheffield Corporation and, that being so, he cannot in respect of that same period of service and the same pecuniary loss, to use the words of the Act of Parliament, which I think need a little gloss put upon them to be comprehensible, whichever view one takes of the section, have both compensation and superannuation or retiring allowance. That seems, I think, at first sight fairly plain. At least, so it seemed to me at first sight; but the matter is not a simple one and needs consideration.

Mr. Croom-Johnson says: First of all, it is to be borne in mind that in 1920 when this agreement was entered into and in 1921 when the Provisional Order Confirmation (Sheffield

Extension) Act, 1921, was passed, neither the claimant nor anyone else could have any claim to a superannuation allowance under the Act of 1922, which had not yet been passed; he had no right, vested or otherwise, until 1922 and it may be that, apart from that Act of 1922, he would not have been entitled to any superannuation allowance at all under any Act. Mr. Croom-Johnson says that Article 52 of the Provisional Order of 1921, confirmed as it was by the Act, could not take away a right which only vested in the claimant in 1922. Then he says also that that Article 52, when it says that an officer is not to have both compensation and superannuation allowance, means compensation under the Order assessed in accordance with the Order, which, by reference, sends one back to sections of the Local Government Act of 1888, including section 120 of that Act. He says that Article 52 means that, whereas an officer was entitled to say that he was to have payment forthwith of compensation and be at once compensated, he could not, if he had reached the age of sixty and done forty years' service, which would entitle him to superannuation allowance (assuming for this purpose that one has to consider what he became entitled to under the Act of 1922), go to the authority and say: Now I am sixty; I have done enough service to entitle me to superannuation allowance; I will take it and my compensation too. He says that that at the most is what the section means and that it is only referring to compensation paid at once and in a lump, as I understand him, and calculated in accordance with the Act of 1922. I think that I have summarised, though I do not profess to have put them as attractively as Mr. Croom-Johnson did, the points upon which he relies.

I have come to the conclusion that upon this part of the case the learned Arbitrator has not taken the right view and that Mr. Montgomery's contentions are right. It is to be observed that the learned Arbitrator, when dealing with the Provisional Order, which came into operation on the 9th November, 1921, in paragraph 22, subparagraph 1, of the Case says: "The Corporation had in effect compounded in advance for any right to compensation which might be conferred by the Provisional Order and the confirming Act. It was not suggested at the hearing that there was anything illegal in the Corporation taking this step, nor has either party to the dispute impugned the validity of the agreement of 18th June, 1920." I understand Mr. Croom-Johnson not to dissent from that view. Therefore, one starts with this, that the agreement of 1920, as is conceded, is one which could quite properly be made, on the assumption that it means that the Corporation are, to use the learned Arbitrator's phrase, compounding in advance for any right to compensation. There is no reason why, so far as I can see, the Corporation should not say: We will agree with you what you are to have by way of compensation. There is nothing in that in the least comparable to an attempt to contract out of a right to superannuation allowance. On the contrary, when the Provisional Order was made and confirmed it was made clear that the Corporation in the first instance, applying the Act of course, could say what compensation was to be payable and, unless that was objected to by the claimant, the matter would remain there. It is plain enough, as I think I have said already, that the parties knew pretty well what was going to happen or what was likely to happen and I have no doubt, looking at this agreement, that they were saying: The claimant will be entitled to compensation; if what we expect to happen does happen, we do not know exactly what compensation he will be entitled to (though I dare say they might have added that they could make a fairly accurate surmise); we may be giving him too much; we may be giving him too little; but, at any rate, we agree that he is to have £300 a year,

but that, whilst he is employed by us (if he does enter our employment) he shall not receive the £300 per annum. I am not concerned in the least, when once it is conceded that that is a legal and enforceable agreement, with the question whether the £300 a year, payment of which was suspended as it was suspended, was too little or too much; whether it was a provident or an improvident agreement for the plaintiff to enter into. Those questions are quite irrelevant. Having entered into that agreement, it appears to me that when in 1921 the Provisional Order was confirmed the claimant was in the position of having received, in the sense that he had an enforceable promise to pay money, and that he was in a position to claim and intending to claim the compensation for direct pecuniary loss and his position to-day is that he is receiving, I suppose, that compensation of £300 a year for the rest of his life. It seems to me that it is impossible to hold that "compensation" there refers only to compensation assessed subsequently to and in accordance with the provisions of the Order and Act of 1921 and that it must also include compensation assessed in anticipation of such an Order and in respect of the matters dealt with by Article 52.

Mr. Croom-Johnson says there is one conclusive answer to Mr. Montgomery's contention, even if he is wrong on every other point. He says: Whatever is enacted in 1921 cannot affect a right which is vested in the claimant under the Local Government and other Officers' Superannuation Act, 1922. Mr. Montgomery replies to that by referring me to section 39 of the last mentioned Act, which provides: "Nothing in this Act shall prejudice or affect any express provision contained in any Act of Parliament or any order confirmed by or having the effect of an Act of Parliament relative to any superannuation or retiring allowance or any other allowance of a similar character in the case of any officer or servant referred to in such provision." I think Mr. Montgomery is right in saying that by that saving clause the legislature have made it plain that, although the right to a superannuation allowance did not exist in 1921, a provision such as is contained in Article 52 of the Order of 1921 is to have the effect of preventing a man from getting superannuation allowance in respect of the period with regard to which he has already received compensation. I do not know that Article 52 is very happily worded, but I think it is reasonably plain that it means, as Mr. Montgomery suggested, that, having regard to the fact that compensation is to be assessed with reference to the length of period of service with a particular employer in accordance with the Local Government Act 1888, when a man has had compensation in respect of such a period he cannot also have superannuation allowance in respect of that period in respect of which his pecuniary loss has already been made up to him.

For these reasons I think that the learned Arbitrator was wrong as to the second point.

The result is that, dealing with paragraph 25 of the Case, I say as to the question whether the agreement of 3rd October 1932, was valid and binding that it is not and as to the question whether, if the claimant is entitled to superannuation, the period of his employment with the Handsworth Urban District Council should be excluded for the purpose of calculating the amount of his superannuation I answer that it should be so excluded. I think I will leave it to learned Counsel to agree the form of the resulting Order.

MR. MONTGOMERY. I do not think anything more is necessary. Your Lordship says that the agreement of 3rd October, 1932, is not valid and is not binding and that the period of the claimant's employment with the Handsworth Urban District Council should be excluded.

MR. JUSTICE DU PARCQ: It means that the claimant is entitled to a superannuation allowance of £120 8s. 4d.



Sir George Etherton, D.L., O.B.E.

Whitley Councils

By

Sir George Etherton, D.L., O.B.E.*

is now in force, as, I think, to the advantage of the local authorities and to the staffs who are parties to it or who have since, no doubt largely as the result of the activities of the Provincial Council, adopted their own schemes; and the interest also of the Provincial Council in such schemes is maintained by the appointment of the secretary of the council as the clerk to that joint superannuation scheme.

ZONING DIFFICULTIES

The county is certainly in full agreement with the Whitley Council principles, recognising the advantages to be gained by such bodies being in a position, amongst other things, to settle the rates of wages in the areas of the different authorities. There must, of course, be difficulties at times in allocating the local authorities to this or that zone, and whilst it cannot be said that we have always agreed with a particular zoning of an area, we do recognise that the work has been very fairly done.

The county council, in connection with the maintenance, repair and improvement of the classified county roads for which they are responsible, impose the condition that the county council will only recognise for payment the scale of wages prescribed by the Lancashire and Cheshire Whitley Council for road labourers in the area of the local authority; and that such scale shall apply to all capable and efficient workmen in their employment engaged on county roads.

WELL-BEING OF EMPLOYEES

It will thus be seen that the existence of a Whitley Council has been of definite advantage in the administrative county, and I gladly acknowledge it.

The principle of negotiation to attain co-operation is, however, no new principle; it is inherent in the British character. Over half a century ago there were attempts to adjust disputes in some industries, but there were no established methods, as happily we see to-day, in joint conciliation authorities.

It is surely, as the Reconstruction Committee pointed out, vital, in the interests of the community, that co-operation of all classes, as was established during the War, should continue, particularly with regard to the relations between employers and employed, and that any scheme adopted for securing improvement in those relations should offer the workpeople the means of attaining improved conditions of employment and a higher standard of comfort generally, so as to secure the enlistment of their active and continuous co-operation in the promotion of industry.

The existence of the Whitley Councils, as organisations representative of employers and employed, must secure, not

only that co-operation, but the regular consideration of matters affecting the progress and well-being of employees; it is not enough to secure co-operation of national organisations alone without ensuring and maintaining the active support of employers and employed in the several districts.

There can be no doubt that differences are more readily solved in the atmosphere where a body, representing both interests, meets, and that decisions are there likely to be arrived at of benefit to both the local authorities and to the staffs.

CO-OPERATION AND CONCILIATION

The Lancashire and Cheshire Whitley Council (Local Authorities) Non-Trading Services, and the Lancashire and Cheshire Provincial Council for the professional and clerical services, have, as their objective, the maintenance of the principles of co-operation and conciliation, and have translated those principles into practical effect by an active interest in questions of hours, wages, working conditions, the supervision and entry into, and training for, public services.

The development of technical education to meet the needs of industry and commerce, and the provision of interests for leisure time occupations of adolescents and adults has not been lost sight of, the success of which is indicated by the fact that 37,351 students were in attendance at the 342 county technical, art and evening institutes during the past year, excluding county students, to the number of about 12,000, who were in attendance at the county borough technical colleges; and, moreover, the establishment and rapid development of the library system, with its 284 centres, has opened a field for co-operation between the adult education classes and the library; and so it is satisfactory to realise that the members of the various education committees and bodies of managers have exhibited a keen sense of responsibility and an evident desire to provide a service of education which shall not only be comprehensive and progressive, but open for the use of persons desiring to profit by it.

A PLEASURE AND A DUTY

And so I regard it to be not only a pleasing thing, but an obligation and a duty incumbent upon public representatives and officials alike, to pursue the doctrine of co-operation and conciliation, the advantages of which are self-evident in areas where the boundaries of authorities march so closely one with another, as in the industrial north, and public interests are so interwoven.

The plea for that doctrine has witnessed the constitution of international organised bodies for political, administrative, and humanitarian purposes, and also the formation of independent voluntary bodies whose purpose is the promotion of some specific object of interest to a community.

The future can alone determine whether development, amongst men and women of goodwill, of the spirit of co-operation will be paralleled by a sufficiently rapid broadening of the average outlook as to ensure, in our local and national life, an expanded and full application of those principles for which this conference stands.

THERE is surely no more laudable task to which any man could put his hand than that of assisting to establish and maintain cordial relations between those who employ and those who are employed. When discharged by men who devote their time and talents to the arduous duties attaching to the membership of local authorities, it is indeed an example which should bear fruit in the application of conciliation in all spheres of our national and local life.

There surely can be no greater testimony to the trustworthiness and public spirit of our people than is exhibited in the history of the development of local government.

The Provincial Council for the professional services on a review of the fifteen years of its progress is entitled to credit for the success which has attended the application of the joint industrial council, or Whitley system, to the staffs or non-manual employees of local authorities in Lancashire and Cheshire.

Representatives of local authorities have been brought into close touch across the table with representatives of the officials and staffs, and service conditions and other problems have been considered and dealt with on their merits, removed from local feeling and prejudice.

The Whitley Council and its officers have acquired information and experience upon almost every subject concerning service conditions, salaries, etc., and this information and experience, together with the services of the administrative officers of the council, is useful as being available at the request of local authorities.

There is, quite apart from the question of salary and wages scales, an important aspect of the council's work which is worthy of mention. It is that relating to the establishment of a joint superannuation scheme for those local authorities who were unable themselves to adopt the 1922 Act, or who preferred to adopt the Act in combination with other authorities, with the result that the Central Lancashire (Local Authorities) Joint Superannuation Scheme

* Extracts from an address to the annual meeting of Lancashire and Cheshire local authorities.

At Random

By "Hyperion"

CHEER UP! REMEMBER, TO-DAY IS THE TO-MORROW
YOU WORRIED ABOUT YESTERDAY.

The Modern Child

One of the best stories which has come our way this quarter is that of the little girl of six who asked why she must do as she was told. Her mother, rather bewildered what reply to give, said: "When I was a little girl I had to do what my mother told me, and when grandmother was a little girl she had to do what her mother told her." To which the child replied: "H'm! I wonder who started the silly game?"—*From the "Congregational Weekly."*

* * *

Without Comment

Mussolini is the architect of European Peace.—*From "The Blackshirt."*

* * *

Teacher: "Johnny, name a bird that is now extinct."

Johnny: "Our canary. The cat extincted him this morning."—*From "Medley."*

* * *

He'd "Got It Wrong"

"Lucky blighter! I hear you've made millions in rubber."

"Cotton, not rubber; thousands, not millions—and I didn't make them, I lost them!"—*From "Men Only."*

This Month's Epigram

Discontent is the starting-point in every man's career.

(Oscar Wilde.)

Children's Books

What a host of excellent books there are now for young children! Apart from the "hardy annuals" like *Little Black Sambo*, *Johnny Crow's Garden*, *Uncle Remus*, *Struwwelpeter*, *The Cock and the Mouse* and *the Little Red Hen*, and all the Beatrix Potter series, there are many new children's books which, if they will not oust these old favourites (which Heaven forbid!), will at least rival them in popularity.

First among these I would place that delightfully illustrated book, *The Story of Babar*—most lovable of elephants (with the possible exception of Kipling's elephant's child)—and its sequel, *Babar's Travels*. Then there is *Living Things for Lively Youngsters*, by T. J. S. Rowland—a book which is both instructive and interesting. Grey Owl's *Sajo and Her Beaver People* is a recently published book which will live in the annals of animal literature. I could extend the list indefinitely, but will conclude by giving a tip to those harassed parents who are constantly being met with requests for a new story at bed-time. *Five-Minute Stories*, by Enid Blyton, is ideal for the purpose.

"The Good Old Days"

1747. We the inhabitants of Llanwrthwl have agreed at a public vestry that the girl who is to go over the parish is to be one night at every house through the parish for owing two pounds, and that those who will not keep her are to pay sixpence the night for her.

1780. Morgan Davies carpenter of the one part and the parishioners of the other part have unanimously agreed to give the said Morgan Davies the sum of five shillings for making as many coffins as is necessary for the poor of the said division during his life from the age of 18 up and those that not survive so long there is only three shillings.—*From "The Countryman."*

Diagnosis

"We're partly sure," said the farm-worker's wife of her husband's ailment, "that's it's a collision of wind and water in the stummick!"—*From "The Countryman."*

Local Government News

A man was charged at Sheffield Police Court with using obscene language to a clockwork mouse which refused to perform on the pavement.—*Manchester Guardian.*

A quantity of peelings from boiled beet-root, being an offensive matter within the meaning of the Edinburgh Corporation Order, 1933, was thrown into the back green.—*Provincial Paper.*

On Bungaloid Growth

When England's multitudes observed with frowns

That those who came before had spoiled the towns.

"This can no longer be endured!" they cried,

And set to work to spoil the countryside.

—Colin Ellis.

Coming "Quin" Dilemma

We want to be here twenty years hence, to see what happens if someone tries to marry a Dionne "quin" without permission of the copyright owner.—*Portland Oregonian.*

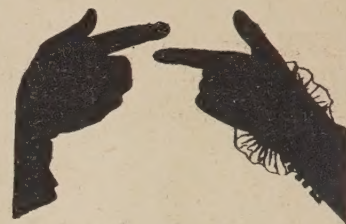
In A Nutshell

The Nationalistic theory of some European governments is to promote increase in population to be slaughtered in a war of expansion to find room for the surplus population.—*Louisville Courier-Journal.*

Believe It Or Not!

One of the most extraordinary trades in the world is booming in London as a result of the war in Abyssinia.

All the available rhinoceros horn in England has been bought up for re-export to China, where it is made up into courage and virility potions and sent to Abyssinia for the troops—rhino horn versus bombers and tanks!—*News-Chronicle.*



There is no difference of opinion

on the question of the value of a professional or vocational qualification. You may be wondering which course to take.

Choose the Best Course

Write for free prospectus and advice to the Secretary:

NALGO CORRESPONDENCE INSTITUTE,

24, Abingdon Street, Westminster,
S.W.1.

The following is a short list of Institutions for whose examinations coaching is arranged: National Association of Local Government Officers.

University of London (Diploma in Public Administration).

Institute of Municipal Treasurers and Accountants.

Incorporated Association of Rating and Valuation Officers.

Various preliminary examinations (including matriculation).

Board of Trade (Inspectors of Weights and Measures and Gas Meters).

Chartered Institute of Secretaries, Incorporated Secretaries Association and Corporation of Certified Secretaries.

Sanitary Inspectors Joint Examination Board (both for England and Wales and for Scotland).

Royal Sanitary Institute (Inspectors of Meat and Other Foods, Food Hygiene (A.R.San.I.), and Sanitary Science).

Institution of Municipal and County Engineers (Testamur).

Poor Law Examinations Board (England and Wales).

(a) Relieving Officers.

(b) Institution Officers.

(c) Clerical Assistants.

Poor Law Examinations Board (Scotland).

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The Society is prepared to advance
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HOME, SWEET HOME

SHOULD chief officers absent themselves on council business from their places of employment without authority from the appropriate committee? In other words, is it fair to chief officers that they should not have freedom to decide whether or not a visit to another town on some particular matter concerned with their business would be in the interests of their employers? These questions are about to be raised at Liverpool, where the following notice of motion will come before the Liverpool City Council:

"That in the opinion of this council it is undesirable that the heads of the various departments of the corporation should be out of Liverpool on business unless specific authority is previously granted on each occasion by the committee concerned, and that it be an instruction to the heads of departments to notify the town clerk in each instance the business on which they are required to be absent from Liverpool, provided that in the case of emergency the town clerk shall be authorised to give consent where necessary, the reason therefor being reported to the committee concerned at its next meeting."

Causerie

Once again we bring to you some items of more than particular interest in the realm of local government. Football, relationships between applicants for jobs and employers or officers, and alleged "joy-riding" are well to the fore.

THE WATCH (?) COMMITTEE

HERE are two pieces of football news which will probably be of interest to the majority of our members. The first is that Wembley councillors, who are responsible for so many of the arrangements on Cup Final day, think it is time they had a chance to see the match, and accordingly at a council meeting the following resolution was adopted:

"That a deputation be appointed to approach the Stadium authorities with regard to tickets for the Cup Final in 1936, and to take such steps in the matter as they may deem expedient."

—AND THE FOOTBALLING COUNCIL

THE second piece of news concerns Aldershot—the club which is in the Third Division (South) of the English Football League. This club is unique; it was formed by a town's meeting, and the board is composed mainly of aldermen and councillors; the town clerk, Mr. D. L. Griffiths, a member of the National Executive Council, is at present acting as secretary, and the main object of the club is to create an interest for as many of the townspeople as possible. It is to be hoped that the agendas of the council meeting and of the Football Club Management Committee meeting do not get confused one day.

WHY WERE YOU BORN. . . ?

THE Metropolitan Water Board has recently adopted standing orders whereby candidates for appointments must disclose their relationship to members or officers or employees of the Board. Failure to notify this relationship when making application shall disqualify the candidate, and if the candidate should be appointed and it should subsequently be discovered that he has not disclosed this information, then he shall be liable to dismissal without notice. It is also obligatory upon every member, officer and employee of the Board to disclose to the clerk of the Board any relationship known to him to exist between himself and a candidate for an appointment of which he is aware. The standing order further provides that no person shall be appointed to any office or position in any department of the Board of which department any relative of such persons is the chief officer.

N.A.L.G.O. IN ITS PLACE

SKEGNESS Urban District Council has got all hot and bothered under the collar, and all because of a reorganisation committee's report. This report was prepared by the

"O LORD"—GOOD LORD!

MR. J. G. O'LEARY, the chief librarian at Dagenham, has been investigating the history of the area on which now stands an immense Ford factory.

One of the first purchasers of this site was a certain John Ward, a member of Parliament, who bought it when it was flooded, and therefore cheap, and then had a Bill passed to drain it at the public expense.

Among his papers was found this prayer:

"O Lord, Thou knowest I have mine estates in the City of London and likewise that I have lately purchased an estate in fee-simple in the County of Essex. I beseech Thee to preserve the two counties of Middlesex and Essex from fire and earthquake, and, as I have a mortgage in Hertfordshire, I beg of Thee likewise to have an eye of compassion on that county; for the rest of the counties, Thou mayest deal with them as Thou art pleased."

I regret to say that, despite this prayer, Ward died in a debtor's prison. ("Evening Standard," February 13th, 1936.)

THE END OF ALL THINGS

THE leader writer in "South London Press" for February 7 said: "No matter where we start in this column, we always seem to come back to the town hall, the mayor, and the town clerk—how are they and what they have been doing since last time."

That leader writer even went so far as to advocate that local authorities should appoint publicity officers to tell the reporters weekly what is going on. The leader writer concludes: "A daring innovation, Councillor Cautious? Not at all. There is hardly an institution in Britain nowadays without a publicity officer. Indeed, the daring people are those who try to do business in these times without one."

UNIQUE TOWN CLERK

THE Town Clerk of Loughborough, Mr. A. G. Davies, recently achieved a musical triumph as conductor of the local choral society and symphony orchestra in an Elgar composition, "The Banner of St. George." It was Mr. Davies' first public appearance as leader of both choir—80 voices—and orchestra, which included only one professional lead. During an interval, the mayor, Councillor F. G. Fleeman, said to Mr. Davies: "It is almost unique for you to be looking after the interests of the town in two directions—as town clerk and the leader of high-class musical entertainment."

Salaries and Service Conditions

FEBRUARY IMPROVEMENTS

SUPERANNUATION

Notification has been received that the following authorities have adopted schemes under the Act of 1922:

Caernarvon Borough.

Burton-up-Trent County Borough (appointed day April 1, 1936; 155 officers and 767 workmen covered).

The divisional secretary has met the staffing committee and the finance committee of the **Brierley Hill U.D.C.**, when these committees considered an actuarial report, and it has been agreed to recommend the council to adopt the Act.

The finance committee of the **Cardigan C.C.** on January 22 considered an actuarial report and the report of the clerk of the county council, when it was decided to call a special meeting of the county council to consider the adoption of the Act.

The divisional secretary met a committee of the **Ogmore and Garw U.D.C.** in support of an application to grant a retiring officer 60ths. The committee agreed to recommend 80ths, and this has been confirmed by the Council.

It may be remembered that the **Middlesbrough Town Council** recently adopted the Superannuation Act, the appointed day being December 1, 1935. At the February meeting of the council attention was given to the scale of allowances to be granted in respect of non-contributory service, and the following was approved:

For the first £300 of salary ... 1-60ths of the average salary of the last five years of service.

For the amount of salary exceeding £300, but not exceeding £500. ... 1-80ths "

For all salary exceeding £500 per annum ... 1-120ths "

It is intended, in calculating the above allowances, that account shall be taken of any pension which may be payable to an officer or servant under the Widows', Orphans' and Old Age Contributory Pensions Acts.

SALARIES

The members of the **Workington Branch** are to be congratulated on the reconsideration of salaries which has just been given by the council. Application was made by the divisional secretary for the adoption of the salary scales of the Lancashire and Cheshire Whitley Council, and a scheme was submitted showing how the officers could be properly placed within such scales. Meetings with the finance committee took place, during which the original scales were very slightly amended to suit local circumstances, and eventually the whole of

the suggestions for the grading of the staff under the scales, as amended, was accepted by the council.

The **Wirral Urban District Council** has recently adopted the scales of the Lancashire and Cheshire Whitley Council, and graded the whole of the officials concerned within the grades.

The **Exeter City Council** has adopted unanimously Grades A, B, C, and D of Scale 1 of the Association's scale of salaries for its staff. The new scales come into operation on April 1, 1936, and each existing officer affected by the scales will be placed in the appropriate grade at the nearest point in the new scales equal to or above his/her existing salary as at that date.

The **Brierley Hill Council** has adopted a scale of salaries submitted by the divisional secretary, at the request of the branch.

The divisional secretary, after conferring with the **Gainsborough Branch**, applied to the council to adopt a scale of salaries. Unfortunately, the council did not accept the reasonable scale suggested, and the scale approved is unsatisfactory. Nevertheless, it is a useful improvement upon old standards.

The divisional secretary applied to the **Swadlincote Council** to improve the scales adopted some years ago, and, with members of the branch, was received by the salaries committee on February 4. The committee agreed to recommend the council to approve the suggested alterations.

The deputation also asked the committee to grade certain officers not included in the scale. The committee was not prepared to do this, but agreed to recommend increased salaries.

The divisional secretary has had a long interview with a sub-committee of the **Eston Urban District Council** on the question of grading the salaries of the staff. The interview was of a happy and cordial character, and the committee decided to examine the question at issue more fully. It is expected that a further interview will shortly take place.

In response to an application made by the divisional secretary for an interview on the question of staff salaries, the **Bedlingtonshire Urban District Council** (Northumberland) has agreed to receive him to discuss the matter at an early date.

A pleasing feature of the meeting of a sub-committee of the **Jarrow Town Council** with the divisional secretary was the friendly atmosphere which prevailed. The question under discussion was the formation of a salary and grading scheme, and the inauguration of a local joint committee. It is understood that the sub-committee has recommended the finance committee to adopt the scales submitted and to appoint a joint committee to administer the scheme.

SICKNESS ALLOWANCES

A new scheme of sickness allowances has been adopted by the **Newburn Urban**

District Council. In future, officers and workmen will be granted three months' full pay in any year, after which further consideration will be given to each individual case.

HOLIDAYS

After prolonged negotiations the **Walsall Town Council** has approved a grading scheme of holidays. The scheme is not so favourable as the branch hoped to obtain, and inevitably there will be some disappointment, but it is an advance upon old practice. In computing service under the scheme after one year's service in Walsall the term "service" includes total service under local authorities, wherever rendered.

ADMINISTRATIVE DIFFICULTIES

The inquiry held by the **Knaresborough Urban District Council** into the position of the surveyor, and referred to in the last two issues, has now concluded. At the second session, it was moved and carried that the resolution of "No Confidence" passed in October last be rescinded, and that the inquiry be adjourned *sine die*. At its last meeting the council adopted the recommendation unanimously.

MR. G. W. COSTER'S RECOVERY

We are very pleased indeed to be able to tell our members that Mr. G. W. Coster, M.B.E., president of the Association, has so far recovered from his operation as to be out of hospital and recuperating on the south coast.

He asks us to thank his numerous colleagues for their inquiries and good wishes, and he asks to be excused from replying to each one personally. No doubt our members will accept this message in lieu of a personal letter from the president.

86,487

ALL PREVIOUS RECORDS BROKEN.

The membership of the Association at January 31st, 1936, was 86,487, an increase of 6,689 over 1935. Apart from the year 1930, when N.A.L.G.O. and the National Poor Law Officers' Association amalgamated, this is the largest increase ever recorded in any one year in the membership of the Association, and is nearly double the average increase since 1924. This phenomenal rise in the membership strength of the Association is surely the complete answer to those who suggest that N.A.L.G.O. is either not getting on with its job, or is not the appropriate organisation for local government officers. Now for a hundred thousand membership!

The Next Centenary

ONE HUNDRED YEARS HENCE

Readers of Dunne's "Experiment With Time," and of the experience of Dr. Phillip Raven in Wells's "The Shape of Things to Come," will be aware of the possibility of recording the fleeting dream between unconscious sleep and waking—a dream, perhaps, of reading a non-existent book, one which will be written and published many years hence.

Mr. H. Townsend Rose reproduces here so much as the shorthand note makes possible of such a recorded dream. It appears to be an extract from the LOCAL GOVERNMENT SERVICE, or of a similar publication of 2035, and whilst the unborn writer of the article assumes some knowledge of the development of local government to that date and refers with tantalising brevity to a local government revolution and to a great consolidating statute of 2035, nevertheless, the article contains matter of peculiar interest to the local government officer of 1936:

Here, then, is the transcript of the shorthand note:

ONE hundred years ago our forefathers were celebrating what was known as the "Centenary of Local Government." To the student of 2035 it appears unreasonably modest to date local government from the beginning of the 19th century, especially in light of the profound research of Professor Hajitka, of the University of Adowa, into the emergence of central government from the self-governing assemblies of the Germanic tribes. Nevertheless, the Statute of Westminster VII which has recently passed the State-Central-Assembly, justifies some reference to the revolution in local government which has occurred since 1935.

PARLIAMENT

This revolution is usually regarded as dating from the famous "Corporation Parliament" of 1977, in which 600 members of the House of Commons were members of local authorities, and every mayor in the kingdom was created a peer to enable the Corporation Act to pass into legislation. A significant clause in this Act secured to local authorities a full measure of autonomy, declaring them to be "autonomous communities within the kingdom, equal in status, in no way subordinate one to another in any aspect of their domestic or external affairs, though united by a common allegiance to the Crown, and freely associated as members of the United Kingdom."

Before ten years had passed the complexion of Parliament had changed and the famous "Revolt of the Local Authorities" saved England from the domination of a dictator. The bright costumes of members and employees of local authorities which appear so picturesque on the annual "9th of November" celebrations are a grim reminder that in 1985 the local authorities were backed by an armed militia. Civil war was averted by the traditional common sense of the English people, who chose to place their trust in the wisdom and experience of the local authorities. The second Corporation Act of 1996 established the local authorities firmly in their due position in the constitution and the great consolidating Statute of Westminster VII is the logical outcome of development from that date.

SERVICE CONDITIONS

Local government officers are, of course, familiar with the details of municipal history, to which subject the second year

of their studies in the Faculty of Administration is devoted. They will, however, be interested to recall the conditions under which local government officers worked in 1935. With few exceptions their tenure of office was dependent upon the caprice of the local government body employing them. Such a state of affairs did not ensure that spirit of disinterested service to the community as a whole which is the basis of sound administration and was not remedied until the scandalous case of the "West Hocking Martyrs" resulted in the passing of the "Local Government Officers (Security of Tenure) Act, 1946."

When it is remembered that the age of retirement of local government officers in 1935 was between sixty and sixty-five years, it is amazing to think local government administration possessed the resilience it did. An Act of 1922 shows that the local government officer was only certain of a pension if he worked for an authority which had adopted that Act; even then he was required to contribute five per cent of his salary towards a superannuation fund. This contribution may not seem onerous in the 21st century, but it must be remembered that one hundred years ago a salary of £500-£1,000 per annum was regarded as handsome remuneration to an administrative officer. Pensions for widows of deceased officers appear to have been a rarity, and only obtainable under conditions of some stringency.

EDUCATION

The education of the local government officer of 1935 was extraordinarily low in comparison with modern standards. Moreover, little encouragement seems to have been shown to those who, by their own initiative and under conditions of great difficulty, fitted themselves with qualifications necessary for the practice of administration. The local government officer was at that time recruited by a method astonishing in its casualness. When appointed, he might spend the greater part of his life in the service of one authority which possessed an arbitrary power of determination in the matter of his salary and conditions of service. How strangely this contrasts with the conditions of the 21st century! To-day the young local government officer proceeds to his first appointment after five years' study in the Faculty of Administration. A minimum period of five years is then

(Continued at foot of next column.)

Henry Saxon Snell Prize

The Henry Saxon Snell Prize was founded to encourage improvements in the construction or adaptation of sanitary appliances, and is to be awarded by the Council of the Royal Sanitary Institute at intervals of three years, the funds being provided by the legacy left by the late Henry Saxon Snell (Fellow of the Institute).

The prize in the year 1936 will consist of fifty guineas and a silver medal of the Institute, and is offered for an essay describing suggested improvements in the construction or adaptation of sanitary appliances.

Competitors should realise that what is required is constructive suggestions for improvements in sanitary appliances.

Essays must be delivered on or before September 30, 1936, addressed to the Secretary of The Royal Sanitary Institute, 90, Buckingham Palace Road, London, S.W.1, from whom full particulars may be obtained.

The Health Congress

The Right Hon. Sir Kingsley Wood, M.P., Minister of Health, has consented to act as President of the Health Congress of The Royal Sanitary Institute, which is to be held at Southport from July 6 to 11, 1936. He will deliver his inaugural address on Monday afternoon, July 6.

The deliberations of the Congress will be divided among seven sections dealing with preventive medicine; engineering, architecture and town planning; maternity, child welfare and school hygiene; veterinary hygiene; National Health Insurance; hygiene of food (in conjunction with the Food Group of the Society of Chemical Industry); tropical hygiene.

In addition, there will be conferences of representatives of sanitary authorities, medical officers of health, engineers and surveyors, sanitary inspectors, and health visitors.

(Continued from previous column.)

spent in the service of one of the 119 great corporations, and an officer of proved ability will pass a further five years in New York, Paris, Stockholm, or Berlin, before returning to England to take up a first-class administrative appointment.

"N.A.L.G.O. COLLEGE"

A ceaseless war was waged by the "National Association of Local Government Officers" in order to secure some amelioration in the conditions of the service generally. This Association was the parent of the present Royal College of Local Government Officers, and it seems incredible that in 1935 a number of local government officers did not feel it worth while to become members of the old Association, notwithstanding the manifest advantages which even then it could offer.

To-day, when every retired chief administrative local government officer has the opportunity of taking his seat in the Upper House of the State-Central-Assembly, we can look back to our "colleagues" of 1935 and thank those pioneer members who fought so hard for the benefits we now enjoy.

EXAMINATION SUCCESSES

To the Editor, LOCAL GOVERNMENT SERVICE.

SIR,—There is a subject which, I think, stirs very deeply the older members of the various staffs in this country, and that is the practice of giving an increase of salary (in the case of our department, £30 per annum) to anyone passing the final examination of the N.A.L.G.O., Chartered Institute of Secretaries, or Accountants, etc.

This increase to a young lad of twenty or twenty-five years of age will mean no less a sum than £2,906 11s. if paid in six-monthly instalments into the Nalco Building Society at four per cent interest.

I know that engineers and technical staff are paid according to their qualifications, but what of the older members of the clerical staff, who have, say, put in some twenty or thirty years, with their added experience and general knowledge of the special industry in which they are engaged?

Is it fair to them for young lads, who are being paid at a much higher rate than they were, without any better schooling and with very much less knowledge—as far as business education is concerned—in their own departments to have this extra bounty as a free gift for passing some academic examination which is of no use to them at all in ninety-nine per cent of the jobs they are now doing?

I have several lads under my supervision who have passed these examinations who in all the subjects for which they have passed have lost all knowledge which they have crammed; and if I ask them to check any intricate details, such as interest and redemption or segregated costs, are absolutely at a loss to tackle the job.

Why, in common fairness, is that practice allowed to be perpetuated, and what do some of the older members of the staffs think on this subject?

I should like to have their comments through the medium of your valuable paper.

Yours sincerely,

S. A. HARDING.

Bristol Corporation Electricity Department.
January 20, 1936.

N.A.L.G.O.'S HOTEL SERVICE

To the Editor, LOCAL GOVERNMENT SERVICE.

SIR,—N.A.L.G.O. enterprises are sometimes slow off the mark, but have a fixed habit of succeeding in the long run. So there is no need for overmuch lamentation over the fact that the newly acquired hotel at Rhos-on-Sea only sheltered eight N.A.L.G.O. guests at Christmastide, although forty could have been accommodated. Evidently the merits of the new venture are not yet sufficiently known.

The following particulars may be useful to members. Rhos is part of Colwyn Bay, a well-kept and attractive resort which, though not dull, does not cater for trippers of the noisier breed. It is within a short bus journey of the old town of Conway and the modern magnificence of Llandudno. Easily reached are Chester (just over one hour's run by train), the famous waterfalls of Bettws-y-Coed, and Snowdon. Rhos has a large and modern salt-water bathing-pool, and there are several golf courses close at hand. The N.A.L.G.O. hotel, Cefn-y-Mynach, which is about 100 yards from the sea, has its own tennis court and putting-green, as well as ample garage accommodation. All the bed-rooms have "water, h. and c.," and the dining-room and lounges are comfortable and well furnished.

What You Think

Our Readers' Opinions

Correspondence is invited, but the Editor cannot accept responsibility for the views expressed on this page. No letter will be published unless accompanied by the name and address of the sender, but a nom-de-plume may be sent for publication. The Editor wishes to devote space to all the letters which he receives for publication, but he cannot do this unless correspondents will make their letters "short and sweet." He reserves to himself the right to shorten letters, so as to publish more of all rather than much of a few.

The hotel displays the A.A. and R.A.C. The terms charged to members of N.A.L.G.O. are extremely low. Colwyn Bay and Rhos, sheltered by a range of hills, have a reputation for winter warmth; and it is certain that any members of our Association and their families can rely on enjoying a stay at Cefn-y-Mynach at any season of the year, whether for a week-end or a full holiday visit.

Yours, etc.,

CHRISTMAS VISITOR.

TRADE UNIONISM

To the Editor, LOCAL GOVERNMENT SERVICE.

Dear Sir,—It was with no little interest that I read in the January issue of the LOCAL GOVERNMENT SERVICE a report of the debate which took place at a meeting of the Glasgow Corporation held on November 28, 1935, in regard to a letter from the secretary of the Glasgow Trades Council, asking the Corporation to refuse to hear representations on behalf of employees of the Corporation by any person or persons representing bodies which are not members of the British Trades' Union Congress, or the Scottish Trades' Union Congress.

I entirely agree that a representation of this nature is absolutely deplorable, but surely this was a matter which obviously came within the purview of the Trade Disputes and Trade Unions' Act of 1927, Section 6 (1) of which provides that: "It shall not be lawful for any local or other public authority to make it a condition of the employment or continuance in employment of any person that he shall or shall not be a member of a trade union, or to impose any condition upon persons employed by the authority whereby employees who are or who are not members of a trade union are liable to be placed in any respect either directly or indirectly under any disability or disadvantage as compared with other employees."

There would appear to be no doubt whatsoever that if the request had been acceded to, a condition would virtually

have been imposed on every member of the Glasgow Corporation staff that they must become members of a trade union affiliated to either the British or Scottish Trades' Union Congress, or they would, by remaining outside membership, be placed under a disability as compared with members of the staff who were members.

I consider the subject one of vital importance, and if I am correct in my interpretation of the Act and the circumstances under notice, then I feel that the matter should receive due publicity with a view to ensuring that the question should not in the future, even be debated by any local authority, but that it should be immediately ruled out of order as being contrary to Statute.

Yours faithfully,
A. F. CRAVEN.

Wembley.

To the Editor, LOCAL GOVERNMENT SERVICE.

SIR,—I have read with great interest the correspondence being printed in the LOCAL GOVERNMENT SERVICE regarding the question of the N.A.L.G.O. affiliating with the T.U.C.

To your correspondent, John A. Fraser, I would like to put this question: "What Trade Union did you belong to, and when?" He must have been like a so-called Trade Unionist I know in Swansea, not a very good one, and one who is prepared to enjoy the privileges gained by Trade Unionism, but not prepared to advocate Trade Unionism to gain those privileges.

To you, Mr. Editor, I want to say you appear to be very sarcastic in your footnote to "A Contributor's" letter, and it is you who is introducing "class" more so than he or she.

You say that N.A.L.G.O. is a bona fide Trade Union, and if that is so, why is it that N.A.L.G.O. is too classy to support direct action if that course should become necessary. I am not an advocate of direct action, but I do certainly believe in its use when all other methods have failed. By affiliating to the T.U.C., I feel that N.A.L.G.O. has a lot to gain and nothing to lose, inasmuch that the medical fraternity have realised this, and by their action they have shown the lie to the statements, that you must of necessity enter the political field if you join up with this Congress.

You claim that by keeping outside the T.U.C., N.A.L.G.O. is preserving its hard-won heritage. What is that heritage? I fail to recognise it, and in my judgment the quicker we forget it, and come back to earth from out of the clouds, then N.A.L.G.O. will make for greater progress. I am in full agreement with "A Contributor" regarding N.A.L.G.O.'s devotion to the social side of affairs, to the sacrifice of things that matter in ordering our daily life.

All is not perfect in the local government service, and much work remains to be done to better conditions and pay for those engaged in this service, and the beneficial advice to be obtained from the T.U.C. members of great experience in this work, by being affiliated to this Congress should not be sneezed at.

You say that by remaining outside the

T.U.C., N.A.L.G.O. is minding its own business, and doing it well. I don't quite agree with you, Mr. Editor, because if N.A.L.G.O. wants to substantiate its claims to bona-fide Trade Unionism, it must realise that strength lies in numbers and isolation means failure. Many can help one, whilst one cannot help many, so if I understand the trend of thought as expressed by people like "A Contributor," the day is not far distant when N.A.L.G.O. must answer the call to action and affiliation.

If I have appeared harsh on N.A.L.G.O., Mr. Editor, I offer no apologies, as I believe in frank expressions of opinions, and as such, I am endeavouring to be frank. This is what has made Trade Unionism what it is, a power in the land, and here's to its further progress.

Yours faithfully,

EDGAR D. FAIR.
43, Taliesyn Road,
Fownhill, Swansea.

UNIVERSITY GRADUATES

To the Editor, LOCAL GOVERNMENT SERVICE.

SIR,—Surely J. C. Gardner (M.A., Cantab) is not serious when he states that a University undergraduate would "acquire such a knowledge of public administration in eighteen months to two years, as it would take the average lay member to acquire in five to six years, because he would have the necessary faculties to do so"?

Does a "Varsity" training increase one's mental capacity by 300%? I know

plenty of men who were at a secondary school with me and subsequently took a course as a student at a University, and I am not aware of any miraculous change in their intelligence or capabilities.

I venture to suggest that a "college" man entering the local government service would require eighteen months to two years to forget his superiority complex and generally "come down to earth." After this period he would no doubt acquire knowledge at the same rate as the average "lay" member.

Yours faithfully,

H. G. LEVINSOHN.

13, Lynmouth Place,
High Heaton, Newcastle.

To the Editor, LOCAL GOVERNMENT SERVICE.

SIR,—Your Dagenham correspondent, Mr. Gardner, M.A., states in the February issue of the LOCAL GOVERNMENT SERVICE that "After the eighteen months to two years had expired, the University graduate would advance more rapidly in acquiring a knowledge of public administration than the 'lay' member"; also, "having worked and studied for his degree, he would have greater resources at his command for mastering public administration. . . ."

I fail to understand how a graduate, "having worked and studied for his degree," gains on a "lay" man who, during the course of his professional duties, builds up his practical knowledge, and by evening study acquires the theoretical knowledge required to attain

the necessary qualifications recognised by the local authorities.

The graduate is "cramming" abstruse theory, whilst the "lay" man assimilates a well-balanced "diet" of practice and theory of practical value.

Mr. Gardner, and all other University men as well as non-graduates, will agree that the acquisition of knowledge of an academic nature as is to be obtained at a University is not a guarantee of, or substitute for, the possession of sound, practical common sense and tact, the most necessary qualifications of a municipal officer.

It is by no means uncommon for a graduate with a brilliant University record to fail lamentably when faced with everyday problems: Surely it is time that the myth of this "culture" surrounding graduation was exploded.

Yours faithfully,

H. J. SPINK,

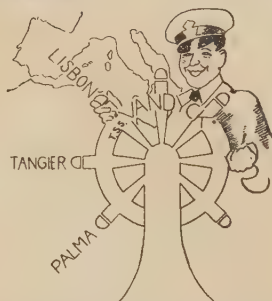
City Engineer and Surveyor's
Department, City of Westminster.

COST OF LIVING

Below we give the average monthly percentage increase over the level of July, 1914, in the cost of living index for the past six months: September, 43; October, 45; November, 47; December, 47; January, 47; February 47. The percentage increases in each of the five groups on which the index figure is based are as follow:

	Dec.	Jan.	Feb.
Food	31	31	30
Rent	58	58	58
Clothing	85	85	90
Fuel and Light	70	75	75
Other Items ...	70	70	70

N. A. L. G. O. MEDITERRANEAN CRUISE—1936



T.S.S. VANDYCK (13,250 tons)

is famous as a cruising vessel. All cabins have either windows or portholes.

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From 16 Guineas

Plan of accommodation obtainable from:

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TO

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THE

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Our Friends Abroad

Jottings of Interest from Overseas' Magazines

Public Works In Czechoslovakia

EMERGENCY public works have now replaced the Prague "labour columns" as a method of providing productive occupation for the unemployed. The "columns" had been organised by the city authorities during the last three years, and had provided intermittent employment for some 15,000 persons annually.

The work will be carried out for the authorities by private firms. The workers will be recruited through the City of Prague Employment Exchange, and engaged on the basis of normal contracts of employment as auxiliary building workers; a wage of 3.85 crowns an hour will be paid in conformity with the collective agreement in force in the building trade; and an eight-hour day will be worked.—(*Industrial and Labour Information*).—January 6, 1936.)

Save Money On Street Signs

THE City of Ranger is not without its share of ingenious officials. Fire Chief S. A. Murphy and Street Commissioner Colonel Brashier found a way of saving Ranger taxpayers some \$600 by manufacturing much needed street signs in the city's own shops.

The type of signs desired would have cost the city \$12.50 each had they been purchased from the manufacturer, but under the direction of Fire Chief Murphy, the street department employees and city firemen during rainy weather and between fires, designed and built the signs for about three cents each. Two-inch pipe which was no longer fit for pipe-line use was cut into desired lengths and holes were drilled where needed. From large sheets of tank steel which had accumulated and which was no longer serviceable for its original purpose, the signboards were cut. Together with metal strips from the same source riveted into place to support the whole sign, the finished product, sans paint, cost exactly \$1.0268 each. A local sign-painter will be employed to paint the names of the streets on the metal standards after they have been given two coats of surface paint.

A little ingenuity and considerable hard work can be made to save money in more ways than a few, and Ranger is to be complimented on the spirit of her officials.—(*Texas Municipalities*).—December, 1935.)

Salary Increments Postponed

THE general increase in Belgian public servants' earnings which was to follow a rise in the cost of living has been postponed.

Under an Order of January 28, 1935, the Government undertook to raise the wages and salaries of the staffs of departments and public services as soon as the retail price went above 683. This figure was passed on October 15, 1935, but during the discussion on the Budget Act, the Government proposed to the Chamber of Deputies that the readjustment be suspended owing

to lack of funds and to the desirability of balancing the Budget. This was agreed, but a five per cent rise, nevertheless, takes effect as from January 1, 1936, in the case of large numbers of lower-grade public servants earning not more than 10,000 francs a month.—(*Industrial and Labour Information*).—January 20, 1936.)

Rotary Trains Public Officers

THE Toledo Rotary Club has proposed a plan to furnish scholarships to train young men and women for government service in national universities selected for their ability to provide adequate training. Under this plan the present \$600,000 foundation fund of Rotary International would be supplemented by funds from clubs upon a proportionate basis according to membership. The great need for improvement in the selection, training, advancement, and regulation of public personnel was emphasised in the report of the committee which drafted the proposed programme.—(*Civil Service Assembly, U.S. and Canada, News Letter, January, 1936.*)

The Versatility Of Mayors

WE copied this from an Associated Press dispatch:

"A. F. Thurmon is Haskell's mayor. In addition, he is the pastor of the Church of Christ and the town baker. Recently the mayor wiped the dough off his hands, stepped to the back door of the bakery, and married a negro couple. Later, he left his assistant at the ovens and bread wrapping, went to his church, and performed a double wedding ceremony. Back to the bakery, he found time between the doughnuts and cinnamon rolls to issue a proclamation forbidding the shooting of fireworks on the public square. Between the raisin bread and the fruit cake he settled a controversy about the new municipal light plant, and while overseeing the cherry pies prepared his Sunday sermon."—(*Texas Municipalities, January, 1936.*)

Lord Mayor's Luck

THE Lord Mayor of Sydney (Alderman McElhone) will always remember the civic reception which he gave to the American film star, Miss Helen Twelvetrees. When the star kissed the Lady Mayoress on her arrival, the Lord Mayor never expected that such luck would come his way, but it did. Miss Twelvetrees calmly took his offered hand, and, drawing him close, soundly kissed him.—(*The Australian Municipal Officers' Journal, December 15, 1935.*)

Third Time—

IT'S almost a pleasure for the visitor to get caught breaking one of the traffic laws in Summerside, Prince Edward Island.

Here's a typical inscription on the tag he gets for minor infractions:

(Continued in next column.)

Spend
your
Holidays
at
Nalگو's
Private
Hotel
Rhos-on-Sea
(North Wales)
£3 - 6 - 6
per week

WRITE DIRECT TO:—

The Manageress,
Cefn-y-Mynach Private Hotel,
College Avenue,
Rhos-on-Sea,
Colwyn Bay,
N. Wales.

(Continued from previous column.)

"Welcome to the Town of Summerside.

"You have violated one of our traffic by-laws by not being parked at a proper angle between white lines. Please assist us in carrying out our duties.

"This is not a summons."

But the tourist only gets two of these. The third time he goes to court.—(*The Municipal Review of Canada*).—January, 1936.)

Public Service Organisation

A NEW organisation entitled the American Federation of State County and Municipal Employees was established at Chicago in December by a convention of delegates representing unions of State, county, and municipal employees affiliated with the American Federation of Labour.

The keynote of the convention was the advancement of public service and security of position in public employment.

The organisation of public employees in a movement designed to create job security and to promote administrative techniques affecting personnel brings a new force into the field of public administration.—(*Public Management*).—January, 1936.)

NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

HEADQUARTERS:
24 ABINGDON STREET,
WESTMINSTER, S.W.1.

ALL HEADQUARTERS COMMUNICATIONS should be addressed to the General Secretary and endorsed with the appropriate subject, e.g., "Legal," "Insurance," "Finance," "Organisation," "Education," or "Special Activities."
Telephone: WHITEHALL 9351 (6 lines).
Telegrams: Natassoc, Parl, London.

OFFICERS

PRESIDENT:

G. W. Coster, M.B.E., Clerk to the West Derby Assessment Committee.

IMMEDIATE PAST PRESIDENT:

A. Wotherspoon, M.B., D.P.H., Medical Officer of Health, Stoke-on-Trent.

VICE-PRESIDENTS:

W. E. Lloyd, F.S.A.A., Borough Treasurer, Hampstead.

W. W. Armitage, Principal Assistant, Waterworks Office, Sheffield.

HONORARY TREASURER:

W. E. Lloyd, F.S.A.A., Borough Treasurer, Hampstead.

HONORARY SOLICITORS:

England—P. H. Harrold, Town Clerk, Hampstead.

Wales—D. J. Parry, M.A., B.Sc., Deputy Clerk to the Glamorgan C.C.

Scotland—G. S. Fraser, M.A., B.L., Town Clerk, Aberdeen.

TRUSTEES:

H. Begg, F.R.C.V.S., ex-County Veterinary Inspector, Lanarkshire C.C.

S. Lord, F.I.M.T.A., F.S.A.A., Borough Treasurer, Acton.

W. H. Whinnerah, A.C.I.S., Secretary, Highways Department, Manchester.

GENERAL SECRETARY: L. Hill.

LEGAL SECRETARY AND INSURANCE SECRETARY: J. Simonds, M.A., barrister-at-law.

ACCOUNTANT: H. G. Baker.

EDUCATION SECRETARY: H. Slater, B.Sc. (Econ.), F.C.I.S.

SPECIAL ACTIVITIES, DEPARTMENTAL SECRETARY: H. Wright.

DIVISIONAL SECRETARIES:

Metropolitan and Eastern Districts and London County Council Branch—T. M. Kershaw, 24, Abingdon Street, Westminster, S.W.1. Telephone: Whitehall 9351.

North-Western and North Wales District—Haden Corser, 22, Booth Street, Manchester. Telephone: Central 5257.

North-Eastern and Yorkshire Districts—J. B. Swinden, 12, East Parade, Leeds. Telephone: Leeds 24861.

East Midland, West Midland, and South Wales Districts—J. E. N. Davis, York House, Great Charles Street, Birmingham. Telephone: Central 1836.

South-Eastern, Southern, and South-Western Districts—F. Thomas, Room 60, Somerset House, Reading. Telephone: Reading 3880.

Scottish—J. M. Mortimer, 135, Wellington Street, Glasgow. Telephone: Douglas 404.

HEADQUARTERS AND BRANCHES

The following circulars have been forwarded to branch officers from headquarters:

January 23

Circular No. 1/Ed./1936.
(To each branch secretary and education correspondent.)

Concerning the Diploma in Transport recently instituted by the Royal Society of Arts.

Circular No. 3/Ed./1936.

(To each branch secretary and education correspondent.)

Regarding the discontinuance of the Association's Preliminary Examination.

Circular No. 7/1936.

(To each branch secretary.)

(a) Stating that there are still a few copies of the Association's diary available.

(b) Requesting information as to the number of "Help Yourself Annuals" which will be required by each branch.

January 24

Circular No. 4/Log./1936.

(To each branch secretary.)

Regarding Group Life Assurance Policies.

Circular No. 5/Gen./1936.

(To each branch secretary.)

Enclosing copy of a form for notifying changes in membership between November 1, 1935 and January 31, 1936, and containing information about the membership register.

Circular No. 6/Conf./1936.

(To the honorary secretary of each district committee, branch and sectional and professional society.)

Giving formal notice of the Annual Conference, 1936, and enclosing forms.

Circular No. 8/B.O./1936.

(To each branch secretary.)

Regarding payment of nursing home charges out of the Benevolent and Orphan Fund.

Circular No. 9/1936.

(To each branch secretary.)

(a) Enclosing a copy of a new brochure describing the Holiday Centres and also copy of a letter which is issued to all applicants for accommodation.

(b) Enclosing copy of a leaflet announcing the reunions of persons who have been to the Holiday Centres or on the Cruises.

(c) Regarding the Mediterranean Cruise, 1936.

February 6

Circular No. 11/Centenary/1936.

(To each branch secretary.)

Regarding the purchase by instalments of "A Century of Municipal Progress, 1835-1935."

Circular No. 12/Propaganda/1936.

(To each branch secretary.)

Enclosing a copy of a new propaganda leaflet and stating that further copies may be obtained on request.

Circular No. 13/Public Relations/1936.

(To each branch secretary.)

Requesting information as to the number of copies of the special edition of Mr. and Mrs. Sidney Webb's "Soviet Communism" which will be required.

Circular No. 14/Annual Report/1936.

(To each branch secretary.)

Asking for information as to the number of copies of the Annual Report to be presented to the Aberdeen Conference, 1936, which will be required for the members of branch executive committees.

Circular No. 15/Membership/1936.

(To each branch secretary.)

Regarding persons transferring to membership of N.A.L.G.O. from other similar organisations.

Circular No. 16/Conf./1936.

(To each branch secretary.)

(a) Enclosing copy of form EL/1.

(b) Giving information as to the voting in the election.

ABERDEEN CONFERENCE

Dates to Remember

March 15.—Nominees for election of N.E.C. may withdraw up to 5 p.m. on this date.

April 1.—Journal will contain Conference agenda.

April 1.—Report of the N.E.C. to be issued to representatives with agenda.

April 15.—Amendments to motions in Conference agenda to be received at headquarters by 5 p.m.

April 15.—Voting papers for N.E.C. to be in hands of branch secretaries.

April 23.—Voting papers for N.E.C. to be in hands of members.

May 1.—Voting papers to be in hands of secretary of district committee.

May 1.—Journal will contain amendments to motions in Conference agenda.

May 2.—Counting of votes for N.E.C. commences in each district.

May 2.—Voting papers for honorary officers to be in hands of branch secretaries.

May 2.—Voting papers for venue of Annual Conference to be in hands of branch secretaries.

May 16.—Conference agenda (containing motions and amendments thereto) and list of representatives to be forwarded to representatives.

May 16.—Voting papers for honorary officers to be returned to headquarters.

May 16.—Branches desiring to divide voting strength at Conference to notify headquarters of allocation.

May 16.—Voting papers for venue of Conference to be returned to headquarters.

May 30.—Whit Saturday. First day of Conference proceedings.

June 1.—Whit Monday (Bank Holiday). Second day of Conference proceedings.

IMPORTANT DATES

March 14.—Meeting of the National Executive Council in London.

March 21.—Holiday Centres and Cruises Reunion in Manchester.

March 25.—Renewal premiums due on "Nalgo" Household Insurance Comprehensive Bonus Policies.

ORDER FORM

"SOVIET COMMUNISM—A NEW CIVILISATION"—Price 5/-

To the GENERAL SECRETARY, N.A.L.G.O.,
24, Abingdon Street,
Westminster, S.W.1.

Please send me....copy(ies) of "Soviet Communism—A New Civilisation" for which payment will be made on delivery.

NAME.....

ADDRESS.....

LOCAL GOVERNMENT SERVICE

Editorial Offices: 24, Abingdon Street, Westminster, London, S.W.1. Telephone: Whitehall 9351 (6 lines). Contributions on topical Local Government problems are invited and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration. Authoritative local news on matters having more than a purely local interest is welcomed. Legal and other inquiries relating to Local Government will be answered promptly. All communications should be addressed to THE EDITOR.

Advertisement Offices: A. Darby's Advertising Service, 24-26, Water Lane, London, E.C.4, to whom all advertisement communications should be addressed. Replies to Box Nos. must be sent to A. Darby's Advertising Service. Telephones: City 6686 and 6687. Telegrams: Darbiads, Cent, London.

SUPERANNUATION

IN the ballot for Private Members' Bills, held on February 6, no Member who promised to introduce the Compulsory Superannuation Bill was successful in the ballot. That is a simple statement, the very simplicity of which is dangerous, because it obscures its full meaning. It means that, of the three effective ways to get superannuation for everyone in the local government service, one has already "taken the count" for another year—and that leaves two. The next and best method is for the government to adopt the measure, and the third is for all local authorities to adopt the Act of 1922. A Bill might be introduced under the "ten minutes" rule, but if one Member of Parliament should say: "No, sir," to it, then it is finished, and, therefore, this rule is of no practical value.

Conference may still ask: "What is the National Executive Council doing?" What can it do in the face of all the obstacles in its path? We are all feeling the same degree of keen disappointment; but does everyone realise the difficulties? Let us look at the problem dispassionately before we get to Aberdeen and review the methods open to the Association to secure a retiring allowance for every local government officer.

Ways and Means

The Association has tried every available way to get round all the obstacles put in the way of a Private Member's Bill. The next step then, is to get the government to give the measure its blessing and to introduce the Bill. That is not easy. It is not a measure with any "vote appeal"; it is a comparatively small matter compared with those which the government of the day usually call first-class issues. The Cabinet usually decides what shall be the government programme of legislation before each session. Naturally, every minister and every ministerial department wants a share of the time, and each could provide enough Bills to occupy the whole of the parliamentary programme. It is when that programme is being settled that the massacre of the innocent Bills takes place. Very few indeed of the numerous proposals put before the Cabinet find their way on to the desk of the parliamentary draughtsman.

This is not the only difficulty. There are few measures proposed which do not concern more than one department of State. Take the present position of the Association's Superannuation Bill. Last

year, Sir Henry Jackson, M.P., introduced N.A.L.G.O.'s Bill, but although it did not get past the "objectors" stage, it was eventually withdrawn for the purpose of securing an agreed Bill which the government could introduce.

The main principles of the Bill have been agreed for some time now by the four local authorities' associations, the Ministry of Health, the Trades Union Congress, representing the workmen, and N.A.L.G.O. representing the officers. But that is not the whole story. The Board of Education puts it under the microscope to find out what effect it may have on the education service, the government actuary's department goes into the whole question of rates of contribution in the light of past experience, the Treasury ponders over a number of possible precedents which the Bill may form, with the result that further progress is held up by the vigilance of departments on matters which were never even considered to be within a thousand miles of the range of a Local Government Officers' Superannuation Bill.

We now come to the third difficulty in the path of progress—the attitude of the local authorities and the arguments used in debate and in the Press. The problem of superannuation could be solved by every local authority adopting the 1922 Act.

"Get Back" Mentality

We know that most of the local authorities which have not adopted the Act are willing to let it be forced upon them by compulsory legislation. That

is not good business, because delay means a heavier burden.

After that, let us have a look at the arguments used against the adoption of the Superannuation Act. The latest authority of importance to consider the question is Rochdale, and we rely upon a recent issue of the "Rochdale Observer" for the report of the council meeting and comment:

"It would be much more satisfactory for Parliament to settle the question by passing a Bill than to continue the present voluntary system which leaves the matter to the discretion of councils. All the same, there is point in the objection that municipal superannuation provides pensions for employees, who enjoy security of occupation and fairly good pay, at the expense of the ill-paid worker, who never knows from week to week whether he will be out of a job."

That is editorial comment, and is a typical example of the "reasoning" with which we are all familiar. N.A.L.G.O. asked the Rochdale Corporation over ten years ago to adopt the 1922 Act. It warned them that superannuation was a necessary part of local government officers' service conditions, and that each year's delay would add to the cost. But there was the same mentality on the council then as that which is opposing the Act to-day—people who say "the time is inopportune" and who want to "get back" to something or other. The so-called Lancashire business man has been wanting to get back to 1914 ever since he woke up with a bad head after his profits debauch of 1922. The same non-contributing mind wanted to get "back to normal" after the Napoleonic Wars.

Feeding the Dope

"Municipal superannuation provides pensions for employees who enjoy security of occupation and fairly good pay at the expense of the ill-paid worker." That is a priceless piece of reasoning, and it is accepted as a truth by a very large part of the community. It is the type of argument that unjustly prejudices fair consideration of a vital piece of administrative machinery. But how are we to get over these obstacles? The passing of irate resolutions at the conference will not solve the problem. It can only be done by steady and constant pressure on the government and on the local authorities. Some day, we hope, the public relations policy of N.A.L.G.O. will make councillors and ratepayers understand that local government officers earn their salaries, that on the average they are not any larger than the incomes of the "ill-paid worker" who is supposed to find the money, and that even newspaper writers get their "living" out of the same pockets from which the rates are paid.

District Committees

Recent Reports Show Great Progress

YORKSHIRE

A well-attended meeting of the Yorkshire District Committee was held at the Mansion House, Doncaster, on February 8.

The president of the branch, Mr. G. Gledhill, extended a welcome to the members.

The minutes of the meeting of the executive committee held on January 23 were considered.

Two members were appointed to represent the district committee at the annual conference, and it was agreed that financial assistance should be rendered to a number of smaller branches in order to enable them to be represented.

The West Riding Branch kindly undertook to be responsible for the counting of the votes of the National Executive Council election.

Schemes for the purchase of publications and to encourage continuous membership were debated at considerable length. It was eventually decided, however, by a majority vote, that the proposals be not approved.

Education Progress

A report from the area education committee was submitted. It was stated that Mr. R. E. Sopwith (Sheffield) and Mr. A. N. Stockdale (West Riding) had been appointed chairman and honorary secretary respectively.

A recommendation of the education committee that four grants of two and a half guineas each be awarded to members desirous of attending summer schools in 1936 was approved. The grants are to be contingent upon no financial assistance being received from any other N.A.L.G.O. source.

A report on the progress of the Sports

Competition (football and table tennis) was given by Mr. W. E. Laughton.

Increased Membership

The divisional secretary submitted the membership figures for the year 1935, and reported that the fully paid membership of the Yorkshire district, as on October 31 last, was 10,413.

The three largest branches in the area are Sheffield with 1,962 members, Leeds with 1,350, and West Riding with 1,304.

Service Conditions

The divisional secretary gave a report on service conditions in the district. He mentioned that application had been made to Doncaster for the adoption of the West Riding Joint Councils Scales of Salaries, and also that he was about to have an interview with the Stanley U.D.C. on the same matter.

He referred to the position of superannuation at Halifax, and stated that the Selby U.D.C. had agreed to receive him in response to an application he had made for the adoption of the Act.

At the conclusion of the meeting, the delegates were generously entertained at tea by the Doncaster Branch.

The Mayor and Mayoress of Doncaster joined the party, and his Worship expressed sympathy with the aims and objects of the Association, and wished it every possible success.

YORKSHIRE DISTRICT SPORTS COMPETITION

The results of the Football and Table Tennis Competitions are attached hereto:

Yorkshire District Football Competition.

Preliminary Round: North Riding beat Halifax; Sheffield beat Dewsbury; Leeds beat Keighley; East Riding beat Wakefield; Barnsley beat Harrogate.

First Round: West Riding beat North Riding; Sheffield beat Barnsley; Rotherham beat East Riding; Hull beat Leeds.

Yorkshire District Table Tennis Competition.

Preliminary Round: West Riding beat Hull; Bradford beat Wakefield; Dewsbury beat North Riding.

First Round: Harrogate beat Bridlington; Leeds beat Dewsbury; Bradford v. West Riding, not yet played; Sheffield beat Batley.

EAST MIDLAND

The annual meeting of the East Midland District Committee was held in the Council House, Nottingham, on January 18. Mr. G. H. Parkin presided. Subsequent to the meeting, the delegates were generously entertained to tea by Sir Albert Ball, Lord Mayor of Nottingham, who extended a hearty welcome to the city.

Prior to the meeting, a conference of chairmen and honorary secretaries of branches was held to consider membership in the area. The conference considered a report on organisation by the divisional secretary, from which it appeared that organisation in the district, from the point of view of forming new branches, was almost complete; at most two new branches might be formed. After the conference, the delegates had luncheon in the Council House.

Comprehensive Business

The report of the executive committee stated that fifty guineas had been disbursed to hospitals and institutions in the area; that Miss M. L. Oswald, Nottingham, and Miss F. R. E. Davies, Notts. County Council, had been elected as additional women representatives on the district committee. The district committee approved recommendations that the proposals of the National Executive Council to encourage continuous membership, and the purchase of publications should be supported by the district committee and by branches in the district; that Mr. J. L. Holland, director of education, Northampton County Council, be nominated for the vice-presidency of the

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Special Articles by—

- Dr. J. M. BULLOCH
- G. ROWNTREE HARVEY
- A. G. MACDONELL
- Dr. DAVID RORIE
- NAN SHEPHERD
- MAURICE WALSH

Association; that the Transferred Officers' Committee should be re-elected, and that Messrs. R. W. Ramsay, Leicester; E. H. Heeley, Northampton County Council; F. B. Matthews, Lindsey County Council; and A. G. Golding, Nottingham, should be appointed members of the committee; that grants not exceeding £25 should be made to students attending summer schools, and that grants not exceeding £35 should be made to small branches attending the annual conference. The committee also approved a recommendation that the National Executive Council be informed that the district committee approve the establishment of a Provincial Whitley Council for the East Midland area.

Improvements And Safeguards

The divisional secretary reported the formation of new branches by officers of the Staveley Urban District Council, and the Rushden Urban District Council; that in connection with the proposed incorporation of the Cleethorpes Urban District Council and the Kettering Urban District Council, the former Council had included in the draft scheme the compensation clause agreed by the Privy Council with the Association in 1932; and the latter council had been requested to include such clause.

The annual report recorded that there had been steady progress in the district, two new branches having been formed and one revived; that during the year, all temporary reductions made in 1931 had been restored; that reports on eleven Bills and Orders had been received from the Association's parliamentary agent, and that the clauses contained therein relating to transfer, compensation, and superannuation of officers, were satisfactory; that the Board of Trade had accepted an amending clause providing for the continued protection of officers in an Order obtained by the Sheffield Gas Company to absorb the Matlocks Gas Company; that in connection with compensation claims, and that in three cases where appeals had been decided the compensation awarded had been increased by £33 3s. 4d., £39 10s., and £40 per annum respectively.

New Officers

The committee expressed their thanks to Mr. J. Chaston and Mr. A. B. Day, members of the National Executive Council, and to Mr. J. E. N. Davis, divisional secretary, for their services.

Mr. Lucas E. Rumsey, clerk of the Leicestershire County Council, was appointed president of the district committee for the ensuing year, and Mr. J. W. Newham, Nottingham; Mr. G. H. Parkin, Hucknall; and Mr. A. T. Goodeman, Leicester, vice-presidents. Mr. B. W. L. Bulkeley, director of education, Notts. County Council, the retiring president, was thanked for his services.

The following officers were elected: chairman: Mr. F. B. Matthews, public assistance officer, Lindsey C.C.; vice-chairman: Mr. H. S. Sherwin, Nottingham; hon. auditor: Mr. R. A. Siddons, Leicester C.C.

The hon. secretary, Mr. J. Pepper, Nottingham, and the hon. treasurer, Mr.

R. C. Parsons, Notts. C.C., were re-elected.

Executive Committee

In addition to the officers, the following were elected to the executive committee: Mr. R. C. Aldous, Nottingham; Mr. J. J. Clist, Leicester City; Mr. F. Holdsworth, Mansfield; Mr. A. W. Lampley, Long Eaton; Mr. G. T. Belton, South Notts; Mr. G. T. Colam, Holland C.C.; Mr. B. J. Macadam, Peterborough; Mr. E. J. Loasby, Kettering; Mr. W. S. Holman, Notts. C.C.; Mr. E. L. Harvey, Gainsborough.

In connection with the election of an honorary auditor, it was mentioned that Mr. H. A. Wallace, Derby, who had held office for many years, was retiring from the service on superannuation. Mr. Wallace, who had been a member of N.A.L.G.O. since its inception, was heartily thanked for his long and valuable services to N.A.L.G.O. in the district.

Area Education Committees

Miss I. M. Stansfield, a member of the National Executive Council, addressed the meeting on the formation of area education committees. Miss Stansfield, in a most interesting and informative address, indicated the work which was being carried out by three such committees in Lancashire, and pleaded that any such committees appointed should be free to experiment and develop in their own way. Miss Stansfield was heartily thanked for her address.

Diploma in Public Administration

Mr. A. B. Day reported on an interview with the authorities of the Nottingham University, and the committee approved a resolution directing the executive committee to consider and report upon (a) the setting up of an area education committee within the East Midland area; and (b) arrangements for the institution of a diploma in public administration by the University College of Nottingham; and empowering the executive committee to take any preliminary steps they deemed desirable. The committee invited Mr. B. W. L. Bulkeley to accept co-option upon the committee when dealing with this matter.

"Proud Of Officials"

After the meeting, the Lord Mayor of Nottingham, Sir Albert Ball, said he sincerely hoped the deliberations of the committee had been beneficial to the Association. He understood they had a desire to improve the service and to make themselves as efficient as they could be. In Nottingham, they were very proud of their officials. He recognised that through the Association they were striving to better their positions in life, and it was quite right that they should do so. If the officers gave of their best, he was convinced that all right-minded public bodies would treat their officials in a fair and honourable manner. Councils had great responsibilities, and it was to the officials that they looked for guidance, help, and support. On the proposition of the chairman, Mr. F. B. Matthews, the Lord Mayor was warmly thanked for his hospitality, and for his cordial and interesting speech.

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Week-End School on Local Government

A week-end school was held at Bensham Grove Settlement, Gateshead, on Saturday and Sunday, January 18 and 19, 1936, under the joint auspices of the National Association of Local Government Officers (North-Eastern District), Bensham Grove Settlement and the Workers' Educational Association (Durham Area Committee and Bensham Branch).

Mr. H. E. R. HIGHTON, M.A., Director of Extra-mural Studies at Armstrong College, Newcastle-upon-Tyne, presided at all three sessions.

His worship the Mayor of Gateshead, Councillor J. White, J.P., at the opening session tendered a welcome to the scholars from twenty districts and boroughs, and expressed his pleasure at being able to attend a gathering in his borough for the study of a subject of such great interest to himself, and which afforded greater satisfaction than so many of the lighter functions which frittered away so much of the official time. His stay extended to near the conclusion of the lecture, when he was obliged to leave for another official engagement. A vote of thanks to the mayor for his kindly welcome was moved by Mr. R. E. Heron, Chairman, North-Eastern District Committee N.A.L.G.O. It was a source of satisfaction to all concerned that the services of so eminent an authority as DR. HERMAN FINER, D.Sc., Reader in Public Administration at the London School of Economics, had been secured as Lecturer.

In the afternoon, Dr. Finer addressed an audience of nearly 100 who had gathered from distant parts of the area in spite of the wintry conditions. His subject "The Question of the 'Right Size' of Local Authorities" was vigorously and lucidly expounded by a capable teacher at home in his theme, rousing a number of healthy questions and short speeches by councillors and officials of widely varying experience in administration.

The evening session sustained the interest of an equally large gathering, and the topic: "Co-ordinating the Activities of the Local Authority" was ably presented by the learned doctor. He instanced how this co-ordination was to a certain extent attained abroad—the functions of the American City Manager and those of the Burgomaster in pre-Nazi Germany. Why did so many of the speakers miss the main thread of the theme and dissipate their energies with mere detail?

Transport difficulties in the early morning of a wintry Sunday probably accounted for the smaller attendance at the third session; but it lacked none of the interest and informativeness of the previous lectures. With "The Relationship between Central and Local Authorities," the doctor held an eager audience to the end; and the third session was continued far beyond the advertised time of finishing.

Many valuable hints, suggestions and problems were raised in the discussions, which were far from being one-sided; and praise is due to Mr. John Edington, clerk to the Seaham Harbour Urban District Council, for the carefully thought-out contributions, backed by his life-long experience in administration of local government, made by him at each of the three sessions.

It is hoped that the Area Education Committee, recently constituted by the North-Eastern District Committee, will fully explore the possibility of a similar school being held under the auspices of the Association, as the opportunity and value of hearing a lecturer of the calibre of Dr. Finer are such that no local government officer should miss.

Summer Schools

TWO Summer Schools in England and Wales will be held this year: one at Cambridge and one at Aberystwyth.

Cambridge Summer School

The school will be held at Selwyn College (not Gonville and Caius, as previously announced) from July 18 to July 25, 1936.

Selwyn College is a handsome building, constructed in modernising Tudor-Gothic, its chapel dating from 1882. The very fine woodwork on the wall behind the dais of the hall was formerly in the English Church of St. Mary, Rotterdam, where it was erected in 1708. Selwyn possesses many interesting and valuable portraits.

The lectures at the Cambridge school will deal with some of the more important features of public administration in different types of State, including a comparison with English public administration.

The lectures will be divided into three groups, consisting of three lectures in each group, as follows:

Group I. Lectures 1, 2, and 3.—The Centralised State. French Public Administration.

Group II. Lectures 4, 5, and 6.—The Federal State. Public Administration in the U.S.A.

Group III. Lectures 7, 8, and 9.—The Totalitarian State. Germany and Italy.

Each lecture will be of one hour's duration, and a seminar or discussion class will be held at the conclusion of each group of lectures.

Aberystwyth Summer School

The Summer School will be held at the University College of Wales, Aberystwyth, from July 11 to July 18, 1936. Students will be accommodated in Alexandra Hall. The building was opened in June, 1896, by her late Majesty Queen Alexandra.

The lectures at the Aberystwyth school will deal with the main structure of public administration and its relation to industry, leading up to a discussion of some current problems in local government.

The lectures will be divided into three groups, consisting of three lectures in each group, as follows:

Group I. Lectures 1, 2, and 3.—General Structure of Local Government; Central and Local Government.

Group II. Lectures 4, 5, and 6.—Economics of Local Government; Local Government and Industry.

Group III. Lectures 7, 8, and 9.—Current Problems in Local Government: Health; Housing; Poor Law and Traffic.

Each lecture will be of one hour's duration, and a seminar or discussion class will be held at the conclusion of each group of lectures.

The numbers attending the Summer Schools will be limited. Students are therefore particularly requested to submit the form of enrolment immediately copies are available.

The booklet giving full particulars of the schools is now in course of preparation, and will be forwarded to branches in due course.

Sir Arthur Robinson has again kindly offered prizes to the value of five guineas in connection with the Summer Schools. The subject for the Prize Essay Competition will be announced in the next issue of LOCAL GOVERNMENT SERVICE.

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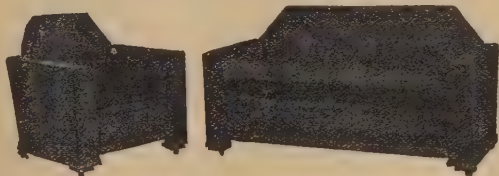
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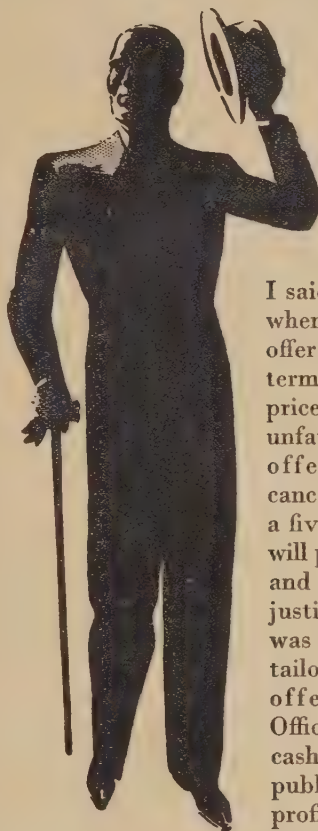
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Smarts

Bridge Forum

By NEVILLE HOBSON

Lead At No Trumps

A few evenings ago a friend of mine, who is a very able player, was partnered against me in a game where I had bid three No Trumps. As first player, he led the 10 of Spades, from a hand which ultimately turned out to be the following: Spades, 10, 9, x; Hearts, K, J, x x; Diamonds, x x; Clubs, K, J, x x.

As I like to partner this particular player in representative matches, I raised the question as to the desirability of such a lead, as I had realised previously that he was beginning to be very reluctant to lead from K, J, x x, or even A, Q, x x at No Trumps.

In the subsequent discussions he argued that a lead from a tenace (i.e., A, Q, x x) or a K, J, x x combination was unwise, in view of the advantage of it being led up to; so—on my return home in the early hours of the morning—I looked out my various text-books by such experts as A. Manning-Foster, Frank England, Colonel Buller, and others, and read up their dicta as to the correct lead at No Trumps. In all cases they stated—without any serious qualification—that a blind lead against a No Trumper (in the absence of a bid from one's partner) should be made from the longest suit, and one of them advocated adherence to this rule whatever the hand.

International Test. I afterwards looked up the play of the hands in the International match between America (captained by Mr. Ely Culbertson) and an England team a few years ago, and it was apparent that none of the players in that match had hesitated for a moment to lead from a combination of the above nature so long as it represented the longest suit.

Establishment of Suit. The importance of this rule (as emphasised by nearly all writers) arises from the necessity of establishing the suit. In other words, you must get your long suit going as early as possible, and it may be necessary for two stops to be removed from the declarer's hands before the suit takes control. Admittedly, a lead from K, J, x x might make two tricks in the declarer's (or dummy's) hand instead of one, as he may hold A, Q, x; but one's partner is more likely to get in later and help to clear the second stop (the first falling in consequence of the initial lead) if his isolated high cards are not squeezed by a weak lead by his partner.

One is apt to retain vivid impressions of the particular occasions when the missing high cards of the particular suit led have been ideally placed for the declarer, but we must not lose our sense of proportion and assume that our partner has nothing, and in an appreciable percentage of cases he can produce one of the missing high cards himself. Even if he cannot do so, however, the initial lead from the longest suit will usually do much more good than harm, and will not help the declarer to get in first with his best suits and take advantage of the uncertainty of his right-hand opponent as to what to lead to his partner when he does get in.

Short Suit. Except in the case of an abnormally high contract, or some peculiarity of the bidding and distribution, a short suit should not be led when holding a tangible suit of one's own, even though there are gaps in it. If, however, the best holding was, say, Q, x x x in Diamonds and J, 10, x in Spades, it might pay to take a chance and lead the 10 of Spades in the hope of finding something substantial with one's partner, as the Diamond suit is not likely to produce very much. This hope should not be pursued, however, if there is anything potential in your own hand, and K, J, x x (and particularly K, J, x x x) are always a likely source of trouble to the declarer. As regards A, Q, with two or three others, this should always be opened in the absence of a longer suit, as a stop of K, J, x is best broken down after one trick has been "ducked" and a second lead put through the declarer later by one's partner.

It is difficult in a short article to explain the pros and cons in detail, but experience shows that play on the above principle gains far more tricks, on balance, than it loses, as a blind lead from a weak suit is likely to assist the declarer and his partner far more than the player on the right of the declarer, who is easily squeezed by such a lead, and later left guessing as to what his partner really wants led to him.

In short, a lead from A, Q, x x x is one of the best possible, and—as regards K, J, x x x, or even K, J, x x—let us take our chance and hope for the best, rather than fly to ills "that we know not of." Shakespeare was right!

(Continued from next column)

Miss D. A. Hipkiss, Chelmsford B.C., to Health Visitor, Smethwick.
Mr. F. L. Harding, Barking B.C., to Carshalton U.D.C.
Mr. W. J. Deal, Mitcham U.D.C., to Junior Engineering Assistant, Crayford U.D.C.
Mr. Simpson-Scott, Kensington M.B.C., to Sanitary Inspector, Surbiton U.D.C.
Mr. Rowe, Beckenham U.D.C., to Surveyor's Assistant, Tadcaster (Yorks).
Mr. Norman Bell, Middlesbrough, to Chief Clerk, Education Dept., Luton B.
Mr. T. S. Bramhall, Sheffield, to Food Inspector, Birmingham.
Mr. Frank Burke, Sheffield, to Sanitary Inspector, Leicester.
Mr. G. Chippendale, West Riding, to Engineering Assistant, Divisional Surveyor's Office, High Wycombe, Bucks County.
Mr. E. Elliott, Sheffield, to Food Inspector, Birmingham.
Mr. H. V. Custance, Durham County, to Accountancy Assistant, Southend C.B.
Mr. A. Field, Skipton, to Gas Works Assistant, Mid-Kent Gas, Light & Coke Co.
Mr. G. H. Fyfe, Sheffield, to Sanitary Inspector, Leicester.
Mr. G. H. Haley, Dewsbury, to Chief Rate Collector, Bolsover U.D.C.
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Mr. G. P. James, Skipton, to Surveying Assistant, West Riding Co.
Mr. F. W. Knewstub, West Riding, to Architect's Department, Newcastle Corporation.
Mr. R. J. Lightowler, Dewsbury, to Rating Clerk, Tadcaster R.D.C.
Mr. G. E. Malley, Wakefield, to Deputy Town Clerk, Bootle C.B.
Mr. N. James, Harrogate, to Assistant in Juvenile Employment Dept., Rotherham B.C.

Movement of Members

Mr. S. W. Norman, Doncaster, to Engineering Assistant, Scunthorpe U.D.C.
Mr. George E. Roberts, Dewsbury, to Water Engineer, East Ellow R.D.C., Lincolnshire.
Mr. J. L. A. Robinson, St. Helens, to Probation Officer, Sheffield.
Mr. Harry Roscoe, Dewsbury, to Parks and Cemeteries Manager, Halifax.
Miss K. J. Roxburgh, Durham C.C., to Librarian, Portsmouth.
Mr. Edmund Stazicker, Doncaster, to Engineering Assistant, Nottingham City Council.
Mr. E. Turner, Bradford Markets, to Market Superintendent, Newark-on-Trent.
Mr. L. C. Kitching, Reigate, to Senior Engineering Assistant, East Sussex.
Mr. W. G. Stoley, Devon C.C., to Assistant, Roads Dept., West Sussex.
Mr. E. S. Prout, Somerset, to Technical Assistant, Stafford C.C.
Mr. G. T. Clarke, Dover, to Weights and Measures Inspector, Newport (Mon).
Mr. E. R. Rogers, Sevenoaks U.D.C., to General Clerk, Caterham and Warlingham U.
Mr. J. A. Francis, Hants C.C., to Surveyor, Wilts C.C.
Mr. H. G. Stainer, Hants C.C., to Clerical Assistant, Middlesex C.C.
Mr. J. A. Langrish, Hants C.C., to Accounts Clerk, Middlesex C.C.
Mr. R. A. Williams, Bournemouth, to Assistant Sanitary Inspector, Coventry.
Mr. N. A. Bowditch, Reigate, to Technical Assistant to Surveyor, Erith U.
Miss M. C. Mace, Bognor Regis, to Children's Librarian, Coulsdon and Purley.
Mr. A. G. Chestney, East Sussex, to General Clerk, Kent C.C.
Mr. E. T. Hawley, Oxford C.C., to Inspector of Weights and Measures, Northants C.C.
Mr. Wm. Stalker, East Sussex, to Senior Engineering Assistant, Salop.
Mr. E. A. Broomfield, Weston-super-Mare, to Rates Clerk, Workop.
Mr. J. W. Hoyle, Morecambe, to Engineering Assistant, Poole (Dorset).
Mr. C. B. Bray, Westmorland, to Clerk, Salcombe.
Mr. R. I. Maxwell, Morecambe, to Town Planning Assistant, Romford (Essex).
Mr. J. Owen, Stockport, to West Bromwich.
Miss G. M. Burn, Lancaster, to Housing Assistant, Liverpool.
Mr. Weir, Leicester, to Senior Inspector Health Dept., Preston.
Mr. S. Astley, Bootle, to Chief Clerk, Health Dept., Oldbury.
Mr. R. F. Norman, Oldham, to Birmingham.
Mr. J. R. Broomhead, Hyde, to Engineering Assistant, Newcastle-under-Lyme.
Mr. J. W. Wareing, Southport, to Principal Technical Assistant for Private Street Works, Huddersfield.
Mr. R. L. Bent, Newton-in-Makerfield, to Registrar of Births and Deaths, Wallasey.
Mr. C. Taylor, Crewe, to Sanitary Inspector, Farnworth.
Mr. W. Hemingway, Runcorn, to Hertfordshire C.C.
Miss D. Mayes, Saffron Walden, to Foster Mother, Tendring Homes, Essex C.C.
Mr. K. M. Kemshead, Wimbledon B.C., to Junior Library Assistant, Hendon B.C.
Mr. W. J. N. Relleen, Chelmsford B.C., to Chief Clerk, Public Health Department, Finchley B.C.
Mr. R. F. Barrett, Chelmsford B.C., to Engineering Assistant, Essex C.C.
Mr. T. Clancy, Southgate B.C., to Temporary Engineering Assistant, Sutton and Cheam U.D.C.

(Continued in previous column)

RETIREMENT OF MR. A. W. WEBB

Members will learn with very great regret that Mr. A. W. Webb, F.L.A., Sub-Librarian of Brighton, and since the retirement of Mr. E. W. B. Abbott in 1932, member of the National Executive Council of N.A.L.G.O., has been obliged under doctor's orders to retire from the T.E.C. and to give up everything outside his immediate official duties. The South-Eastern District Committee will be the poorer for his absence from their deliberations, and members will deplore the loss of his genial comradeship.

Mr. Webb has been connected with the Brighton Branch from its inception, on his return from service with the Forces of the Crown early in 1919, and has always been a very active member of the Association. He was elected vice-chairman in 1920, and before that year was out he was elected chairman, an office which he held with distinction until 1923, when he was appointed honorary secretary of the branch.

He became a member of the South-Eastern district Committee in 1920; honorary auditor 1923-1927; vice-chairman and hon. treasurer from 1927 to 1932, and from that time he has been chairman and member of the National Executive Council.

Mr. Webb has always been an indefatigable worker for every section of N.A.L.G.O.'s work, and in a very special way for the Benevolent and Orphan Fund, which was probably nearer his heart than any other activity. He has been a member of the Regional Committee for some twelve years, and its chairman from 1928 to the present time. He was also a member of the management committee of the fund from 1924 almost continuously to the present date, and all his colleagues appreciated the sympathetic consideration and tact which he brought to bear on this important part of the Association's work.

Mr Webb's rise in his profession is also worthy of note. He secured a junior appointment at Brighton in 1903, became senior assistant in 1906, chief assistant in 1909, reference librarian in 1919, and sub-librarian in 1935. He is a past president of the Association of Assistant Librarians, and a past chairman and past secretary of the South Coast Division of that body; he was also a member of the council of that association from 1925 to 1932, and is the holder of distinctions and honours issued by the Library Association.

Mr. Webb has attended every Conference of N.A.L.G.O. since 1920, and his wide circle of friends trust that after a period of rest they may once again look forward to the benefit of his counsels and the joy of his comradeship.

"SOVIET COMMUNISM."

A final opportunity occurs for our members to obtain a copy of the Webbs' book, "Soviet Communism," at the extraordinarily cheap price of 5s. A special edition will definitely be published; the only question now remaining is how many copies shall be printed. Those members who desire to obtain a copy should complete the order form at the foot of page 432. This offer definitely closes on MARCH 31st, and after that date no further requests can be entertained.

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Non-Contributory Service

DURING the past month superannuation questions have been much to the fore, and many inquiries have been made, and several consultations have taken place. The principal question has been: What is a fair and reasonable rate at which non-contributory service should be calculated? Most of our readers will be aware that under the Local Government and Other Officers' Superannuation Act, non-contributory service is calculated at the rate of 1/120th for each year of such service, but the local authority is given the right to grant any sum up to 1/60th. The divisional secretary has prepared a statement showing what Scottish local authorities with schemes have done in this matter. In a very few instances has the bare 1/120th been given. Most have increased the amount to 80ths, so that no officer, with his full term of service, retires on less than half-pay. In several cases the full 1/60th has been given. It is, of course, a question which most deeply concerns our older members approaching the retiring age. It is no fault of theirs that a scheme was not adopted years ago under which they would have been very willing to have made their contributions. The additional expenditure involved is a constantly diminishing amount. If a council wishes to be generous it will give its old officials retiring the full 1/60th. The others will seek to compromise, but we feel that any compromise at less than 80ths is an unfair compromise.

Whitleyism

Many inquiries have been made as to the progress taking place since the conference on Whitleyism on January 15. The matter is in the hands of the Ministry of Labour, but so far as is in our power we have been doing our utmost to speed matters up. There has been some delay, it appears, in getting a report of the conference printed and issued to local authorities, the local authorities' associations, and other interested bodies. We believe, however, such a communication from the Ministry will have been sent out before these notes are in the hands of our readers. On the whole, we have reason to believe that a National Council will be in being in the course of a few months. Edinburgh Corporation have evidently no doubts on the subject, for they have already delayed one of our applications pending its consideration by the National Whitley Committee about to be constituted. It is thought likely that another local authority will remit one of our applications to the same body.

Eligibility For Membership

The executive of the Scottish Council had this vexed question before them at a meeting held in Glasgow on February 8. The matter concerned chiefly those in institutions belonging to local authorities. A long list of employees in those institutions was gone over, and in coming to their decisions, the committee were influenced chiefly by the consideration of the individual's eligibility for membership of a recognised workmen's union. They were of opinion that we should not admit to membership those employees generally to be found in a union specially catering

for them, such as, for instance, asylum attendants. It was decided to make a recommendation to this effect.

Other questions before the sub-committee related to the proposed guest house for Scotland, and the nomination of honorary officers.

B. and O. Fund

The Scottish Regional Committee of the Fund met in Glasgow on February 8, under the chairmanship of Mr. Peter McLean. The list of beneficiaries was carefully gone over, and the grants they are at present receiving were all continued. Two new applications were before the committee. In one particularly sad case, recommended by Dumbartonshire branch, a grant was made, and the other case was adjourned in order to obtain further information.

Lanarkshire

An application, together with a long memorandum, setting out the various objections to the grading scheme adopted by the County Council last June, has been forwarded to the county clerk, and also to each member of the Salaries and Wages Committee. In our letter we have asked a date to be fixed for an interview. The memorandum also raises the question of the setting up of a Joint Whitley Committee. It is of the utmost importance, when large questions affecting so intimately the lives of so many of our members, that consultation and amicable agreement should take place. Experience has shown that the old dictatorial methods are not in the best interests of the public service. We are hopeful that Lanarkshire

The Summer School

In our last issue we intimated that our summer school this year was again to be at St. Andrews University, and that it would be held in the week beginning June 20. Sir Andrew Grierson, who recently retired from the town clerkship of Edinburgh, and who is a member of the committee considering the question of co-ordination of public health services, will be the lecturer on the first two days of the school. It is expected that Mr. Robert M. Lees, of Glasgow University,

will follow on, and that the last lecture will be delivered by Mr. James R. Lockie, the new country clerk depute of Ayrshire. Arrangements are not yet completed, but it is hoped to issue the syllabus by the first week of March.

Dundee

On February 6, Dundee Town Council, by 26 votes to 6, approved in principle of the adoption of a superannuation scheme, and decided to obtain an actuarial report.

Kirkcaldy

Kirkcaldy Town Council has also decided to adopt a superannuation scheme for its officials and employees. The Scheme was approved by 25 votes to 2.

Ayrshire

The Finance Committee of Ayrshire County Council have decided to obtain an actuarial report with the view to the adoption of a superannuation scheme.

Personal

Mr. W. W. Kelso, who has just resigned from the service of Paisley Town Council, has been entertained by the corporation and presented with an illuminated address. We wish him all happiness in his well-earned retirement.

Mr. A. Alston Cameron, writer, Johnstone, was presented with a silver cigar box and ornamental pen-holder on the occasion of his semi-jubilee as town clerk of the burgh, and a silver salver and ornaments were given to Miss Isabella Cameron, his sister. The gifts were from the town council, officials, and many friends.

The transport committee of Glasgow Town Council has unanimously agreed to recommend Mr. James N. Wilson, depute manager of the transport department, as general manager, in succession to Mr. Lachlan Mackinnon, who retires in March under the superannuation scheme.

Mr. Wilson has been in the service of the council for forty-six years.

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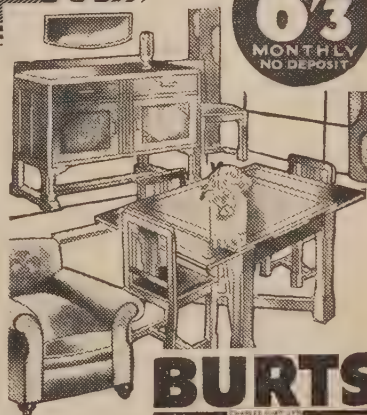
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General Literature

By JONAS PRAPS

The Social Sphere

"Abyssinia and Italy" by E. Burns (Gollancz, 5s.) states plainly for the information of the ordinary reader the causes of the origin of the disputes, and outlines the points at issue. Two or three recent books deal with punishment of an appalling character. The sixteenth century rack business we are inclined to attribute to lack of civilisation, and in "The History of Torture in England" (Sampson Low, 10s. 6d.) L. A. Parry tells the whole story. Age has mellowed its impression. There is not the same excuse for the terrible treatment of convicts on Devil's Island. A. Krarup-Nielsen's "Hell Beyond the Seas" (Lane, 15s.) is one of the most convincing accounts of their experiences. The modern vampire, too, is in evidence, robbing those they are purporting to aid in escaping. But for the fact that the human frame seems capable of bearing almost any ill it would seem impossible for anyone to suffer as G. Kitchin relates in "Prisoner of the OGPU" (Longmans, 15s.) Experiences of four years (1928-32) in OGPU prison camps.

The Arts

Messrs. Batsford have produced some very delightful books in their British Heritage series. Not the least attractive feature is the illustrations. The new volume is by F. H. Crossley, and is entitled "The English Abbey; Its Life and Work in the Middle Ages" (7s. 6d.). The language used is not too technical, and the picture of the daily routine is a graphic one. Dr. E. A. Baker, for many years a public librarian, recently retired from the position of Director of the School of Librarianship in the University of London, has spent his leisure hours in securing experiences in rock climbing and cave exploration and writing about them. "Caving" (Chapman & Hall, 5s.) is an account of some of the latter. Good illustrations are provided. Chinese Art has been much talked about of late. The general reader will find as much as he needs in an "Introduction to Chinese Art" by A. Silcock (Oxford University Press, 6s.).

Poetry and Drama

There is the true ballad ring in Padraic Gregory's "Complete Collected Ballads 1912-1932" (Sheed & Ward, 3s. 6d.), a story to tell, whether it be in dialect or no. "The Golden Book of Modern English Poetry," edited by T. Caldwell, brings "The Golden Treasury" up to date. (Dent, 2s.) "Famous Plays of 1935" is as good a selection as those of previous years; five plays are included (Gollancz, 7s. 6d.).

The philosophy, humours, idiosyncrasies, domestic felicities, or the reverse, conceits, vanities, pets and manners of poets great and small are very pleasingly set forth under these and similar headings. A delightfully human document, a feast of literary gossip and the like, which you should keep by your side to dip into. American in origin, "Annals of the Poets," by Chard P. Smith (Scribner, 12s. 6d.), deals very largely with English poets.

Seeing Other Countries

The best way to see them is afoot. Six young men foot it from Vienna through Greece and Persia to India, living upon what they can make by entertainment with their modest orchestra. H. Quelling in "Tramping Orchestra" (Rich & Cowan, 10s. 6d.) tells

us what adventure they met with. H. Helfritz in "Land Without Shade" (Hurst & Blackett, 18s.) says that Yemen, Southern Arabia, has never previously been properly explored. Many books have appeared recently on China, Japan, and the East generally. Its less savoury side is told convincingly by J. S. Lee in "The Underworld of the East" (Sampson Low, 12s. 6d.). Kisch, E. E. "Secret China" (Lane, 8s. 6d.) is rather more sociological and economic in its appeal than topographical, being a series of sketches depicting phases of Chinese life not seen by the ordinary traveller.

Lives of Great Men

"Columbus," by H. H. Houben (Routledge, 12s. 6d.), bears the sub-title "The Tragedy of a Discoverer." The author has not let his study of the history of the times nor of the correspondence to and from Columbus cloud his excellent picture of the man. "The Life and Letters of John Galsworthy," by H. W. Marrot (Heinemann, 41 1s.), is likely to become the standard biography of the great writer, but it is rather too over-stocked with reprints of correspondence and matter for serious study to please the popular taste. Hermann Wendel's "Danton, Dictator of the French Revolution" (Constable, 15s.) attempts a vindication of his character and actions. Herr Wendel gives a fine picture of the man. The meat is in the middle, his earlier years being glossed over; the closing scene—that travesty of justice—is colourfully portrayed.

In Lighter Vein

"Up in the Hills," Lord Dunsany (Heinemann, 7s. 6d.). Mickey Connor and his "army" of eight take refuge from the wise women's curses in the hills and live by force. Only in Ireland could such things be. The writing is a delight. Satirical as usual, Bruce Marshall in "Canon to Right of Them" (Gollancz, 7s. 6d.) hits at those who have "niggled" religion into an unreality. "Things of the Mind"

M. Summers devotes a whole book to the study of "The Vampire: His Kith and Kin" (Paul, 15s.). This is not a title for the modern financial bloodsucker, but the ghostly type of myth, imagination, or, perchance, reality. In his usual trenchant fashion E. Wingfield-Stratford attacks the problem of peace and war in "They That Take the Sword" (Routledge, 12s. 6d.). He is scathing in his denunciation of "the soul-destroying habit of war" and of the "brass-hats" who upbraided participants in "the unprofessional conduct—of fraternising at Christmas." C. E. M. Joad's "Guide to Philosophy" (Gollancz, 6s.) is "popular" if such a thing is possible. At least it is an attempt to give the general reader with no previous knowledge of the subject an outline of its principles. The chapter bibliographies are useful.

(Continued from next column.)

tion of the internal peace of the country by mutual security and mutual responsibility broke down through the misuse of authority, corruption, and extortion. That, in short, is the whole story until the passing of Peel's Police Bill on June 19, 1829. It is an interesting story, and well worth the attention of every student of public administration.

Some Other Books

A book which local government officers would do well to read is "India's New Constitution" (Macmillan, 6s.). It is a survey of the Government of India Act, 1933. This book is important, not because it is explanatory of one of the greatest measures undertaken by the National Government during its first period of office, but because it gives a whole emphasis of the new constitution upon local government. In fact, the salient features of the new constitution are the federation, provincial autonomy, the accession of the states, the safeguards for the right of Civil Servants, the distribution of legislative powers, and the judiciary. With this book it is not necessary to undertake the formidable task of perusing and assimilating an Act of such complexity, for the relevant sections of the Act are summarised and the more important of them are set out textually.

"Silhouettes of Fiction," by George J. Crowther (A. H. Stockwell, Limited, 20, Ludgate Hill, E.C.4, at 2s. 6d.), is a book containing twenty-five stories. They can hardly be called short stories, because they are not long enough, and the author has hit upon just the right title. "Silhouettes of Fiction" exactly explains the contents of the book. These stories are all original, interesting, powerfully written, and intriguing. They cover the gamut of human emotions from wit and humour to pathos; some wise philosophy and penetrating comments upon topical matters which are of appeal to the man in the street are not overlooked. Add to that the fact that Mr. Crowther has only just retired from the presidency of the Oxford Branch of N.A.L.G.O. and you will not be wrong in assuming that to buy this book will not be an expenditure of money; it will be an investment. The author has written some verses as an advertisement of his work, and the following verse is culled from them because it is a true statement of the result of his labours:

"I've written the Book of the Year, boys
It's called 'Silhouettes of Fic.'
That's short for Fiction with plenty of
Diction,
And jolly well hard to lick."

For those who are keen on studying their diet, there are two useful and recent publications. The first is "Good Potato Dishes," by Ambrose Heath (Faber and Faber, 24, Russel Square, W.C.1, 2s. 6d.), and which gives the author's methods of serving this delectable tuber in some 250 ways. The book is divided into eleven sections, and there is also an interesting and unique appendix, and no potato lover should be without it. The second publication is a brochure published by the Potato Marketing Board at 3d., entitled "The Potato As An Article of Diet," and although it is, somewhat naturally, more technical than Ambrose Heath's book, it is nevertheless very, very interesting. First of all, it gives the history of the introduction of the potato, then it gives the composition, the different parts, food value, and methods of cooking, with a statement of the percentage composition of the potato and loss of each constituent on the cooking. This will certainly be very useful to those who must, unfortunately, live on a strictly regulated diet.

Apart from the history of the poor law, there is more background to local government in the evolution of the Police Force, portrayed in "The English Policeman, 871-1935," by Alwyn Solmes (Messrs. George Allen & Unwin, 7s. 6d. in cloth, and 5s. in stiff boards), than in any other of our modern governmental institutions. Our Anglo-Saxon forefathers conceived the guardianship of the "Peace of the Folk" as a matter of mutual responsibility, and expected every man to "police" his neighbour. But the preserva-

(Continued in previous column.)



Mr. Evan Davies, Secretary to the West Essex Education Committee, whose photograph we reproduce above, recently went all Charles Laughton. He is an education administrator who is an ardent advocate of dramatic work as a means of expression for school children, and he believes in practising what he preaches. He gave a brilliant performance as Henry VIII for four nights on and in Chichester as the lead in the "Rose without a Thorn," and he surprised not only his friends, but apparently the local newspaper reporters as well. Congratulations, Mr. Davies.

Annual Reports and Meetings

The Coventry Branch annual report just issued shows that the membership of the Association increased by 44 during the year ended October 31, 1935, giving the total membership at that date of 584. The executive committee has exercised constant watchfulness on behalf of members during the course of the year. The operation of the junior scale of the salaries and grading schemes was closely examined, and following a suggestion by the branch the city council agreed to amend the method of circularising when junior vacancies occur.

Membership of the Stockport Branch increased by 23 from 436 to 459 during 1935. All-round interest and activity is on the up-grade, and the branch journal particularly is becoming very popular with the members of the branch.

The annual general meeting of the Poole Branch was recently held at the Municipal Buildings, Poole.

The honorary secretary was able to report an increase in the membership of the branch, which now totalled 100, and an increased interest in the various activities of the Association was generally manifest.

Regret was expressed at the rather poor support accorded to the B. and O. Fund, and the sub-committee of the executive committee has been appointed to consider ways and means of improving the present position.

Portsmouth Branch annual report shows that there was an increase of 51 in the membership during the year 1935. The branch is endeavouring to arrange for the council to allocate a piece of ground for the exclusive use of members of the branch as a sports ground upon terms to be arranged, and in all other directions a real live interest is being maintained in the work of the branch.

The president of the branch (Mr. W. MacNeil Shimmie) generously provided tea prior to a general meeting of Hereford City Officers at the Green Dragon Hotel, Hereford, on January 27. Following an address by Mr. J. E. N. Davis, divisional secretary, there were a number of questions and an interesting discussion. It is hoped the members will support the branch secretary, Mr. J. W. Boyle, in his efforts to make the branch representative and active.

Camaraderie

The annual meeting of the Birmingham Branch held in Kuzle's Café, on February 12, was well attended, and there was a most encouraging note of interest and enthusiasm. The annual report recorded that the membership had increased from 145 in 1933 to 328 in 1935, and continued to grow; that several members had been granted legal assistance with satisfactory results; and that an average of 3s. 3d. per member had been raised for the B. and O. Fund, thanks largely to the splendid help of members at Monyhull Colony and Erdington House.

Dinners

Mr. W. Daughton presided over the fourteenth annual dinner of the Lincoln Branch, held at the County Assembly Rooms.

Proposing the toast "N.A.L.G.O.," Alderman J. W. Rayment said that for 32 years he had been a member of his Association, so that he had every sympathy with N.A.L.G.O.

Responding, Mr. W. W. Armitage referred to the success of N.A.L.G.O. and its splendid range of activities.

At the annual dinner of the Newcastle and District Branch, which was held at the Castle Hotel, Newcastle, on February 6, Alderman A. Moran, submitting the toast of "The Association," said he had had a broad sympathy with its aims ever since he entered public life.

Mr. G. A. Stone (National Executive Council) replying, said they had always stood for giving a fair deal to the councils whom they served, and had never tried to carry their views on any matter without trying to give a good return for it.

The annual dinner of the Oldham Branch, held on Friday evening, January 31, was eminently successful. Mr F Sharpe presided, and there were also present the mayor, Mr. Hamilton Kerr, M.P., Mr J. S. Dodd, M.P., Canon Mackintosh, Councillor A. G. Wynne, Mr. L. Hill (general secretary), Mr. H. Corser (divisional secretary), Mr F. J. Willett (secretary of the North-Western District Committee). During the proceedings a presentation of a clock and a three-piece suite was made to Mr. George Keast, J.P., in recognition of his services as chairman of the executive committee of the branch from 1928 until 1935. Mr. Hill, in making the presentation, referred to Mr. Keast's long association with the branch, to which he had given a new lease of life. Oldham was one of the constituent founders of N.A.L.G.O., and in Mr. Keast they had a man who had thought more of his colleagues in the service than he had thought of himself. He was retiring from office with honour, having achieved more or less what it had been his mission to perform. Though Mr Keast had retired from the position of chairman, he would still be actively interested in the association, and the presents were a tangible memento of the way in which his services were appreciated. Mr. Keast, in returning thanks, said that the branch had certainly progressed as a result of the team work of the emergency committee and members of the executive committee for whose assistance he was grateful. Councillor Wynne, in proposing the toast of N.A.L.G.O., said that the position of a local government officer was not a very enviable one; he was regarded by some people as being in a sheltered occupation and enjoying special privileges, but as a result of his association with the officials of the town he was convinced that the majority tried to do their jobs conscientiously and well. There was a certain amount of uncertainty about what was going to happen in the

future, but he could assure them that whatever could be done legitimately in their interests would be done. The closer the association between members of the corporation and N.A.L.G.O. the clearer would be the understanding between them.

One has become so accustomed to the annual dinner of the North-Eastern Municipal Officers' Bowls League being a success that it caused no surprise when the thirteenth annual was no exception to the rule. It was held on January 31, 1936, at the Crown Hotel, Gateshead, when, under the chairmanship of Mr. G. Machin (South Shields), supported by the Town Clerk of Wallsend, Mr. Bradbury, about seventy members of the towns comprising the league attended. Mr. Machin presented the Sir W. H. Stephenson Trophy to Gateshead, and congratulated them on winning the league two years in succession.

The Harwich and District Branch held its second annual dinner and dance at the Phoenix Hotel, Dovercourt, on January 29, presided over by the chairman of the branch, Mr. A. E. Price. Over sixty guests attended, and the function proved a great success.

In his response to the toast of "Our Guests," Councillor B. Carlyon-Hughes expressed the opinion that it was essential for the well-being of local government officers that they should all stand together, and that there should be a 100 per cent membership of N.A.L.G.O.

The Rothwell and Ardsley Branch had its annual dinner at the King Edward Restaurant, Leeds, Mr. T. Wilson presiding. A short meeting was held at the conclusion of the dinner, dealing mainly with salary matters, after which the party adjourned to the Leeds Empire for the remainder of the evening.

The annual dinner of the Durham County Officers' Branch would seem to have become well-established, so successful was the third of these functions, held on February 11. In the absence of Mr. Harold Jevons, Clerk of the County Council, Mr. T. B. Tilley, M.A., M.Litt., presided. There was an attendance of more than 150 persons.

Mr. W. Read Ward, clerk to the Durham County Water Board, proposed in felicitous terms the toast of N.A.L.G.O., which was responded to by Mr. J. Simonds, legal secretary of the Association.

Items of music and singing were rendered during the evening.

A large company enjoyed the annual dinner and dance of the West Bromwich Branch at the town hall, West Bromwich, on February 14.

Tributes were paid to the happy relationships existing between the council and the officers. In responding to the toast "N.A.L.G.O.," proposed by Councillor Guest, Mr. F. H. Harrod, M.C. (National Executive Council) made a strong plea for the establishment of Whitley Councils—local, provincial, and national—in the interests of the service, the councils, and the officers.



Mr. G. KEAST, J.P.

NEWCASTLE RE-UNION

The first of a series of re-unions of visitors to the Association's holiday centres, to be held during the winter months, took place in the Old Assembly Rooms, Westgate Road, Newcastle-on-Tyne, on Saturday, February 8, 1936.

Compared with previous re-unions held in London and Manchester, the attendance was small, due no doubt to the scattered area for which the function was intended to cater.

Despite this fact, the re-union was voted a huge success—that spirit of comradeship so much in evidence at the holiday centre was recaptured, and a delightfully pleasant evening was spent.

The programme provided by Mr. James Muir, a well-known North country entertainer, was much appreciated.

The local arrangements were in the hands of Mr. V. Grainger, honorary secretary of the North-Eastern District Committee, and Mr. J. Y. Fawcett, honorary secretary of the South Shields Branch.

SOCIALS

On January 24 the members of the Redcar Branch assembled for a "pie supper." His

Worship the Mayor was present, and during the evening entertained the members by a genial and happily phrased speech. Artists from Middlesbrough provided much amusement, and their patter was greatly appreciated. The divisional secretary gave a short statement on the work of the Association.

The second annual whist drive and dance of the Carmarthen Branch, in aid of the Benevolent and Orphan Fund, was held on February 13. Over 300 attended, including wives and friends of members, the vice-chairman of the county council, the clerk, and other councillors.

The annual staff social of the Eastleigh Branch was held in the town hall on Saturday, January 18, when a party of members and friends, numbering approximately 200, including Mr. Councillor G. W. A. Wright, the chairman of the council, and Mrs. Wright, and several members of the council, spent a very enjoyable evening.

The programme started at seven o'clock and continued until midnight, games and dancing taking up the major portion of the evening.

A whist drive was recently held at the Town Hall, Beckenham, under the auspices of the Beckenham Branch in aid of the Benevolent and Orphan Fund. The drive, which was very successful, realised over £4 for the fund.

The fifteenth annual ball of the Wallasey Branch was held on January 31, and some 300 members and friends gathered together at a very enjoyable function. The Mayor and Mayoress received the guests, including the Mayor of Birkenhead, Aldermen and Councillors of the County Borough of Wallasey. A substantial sum was provided for the Benevolent and Orphan Fund.

The Chichester City Branch recently held its first social evening at the Dolphin Hotel, Chichester, at which over eighty persons were present. The newly elected president of the branch (Mr. Eric Banks), the deputy town clerk, and Mrs. Banks acted as host and

hostess, and the arrangements were carried out by a small committee.

The Ebbw Vale Branch recently held a dance in aid of the Benevolent and Orphan Fund in the Welfare Hall, Beaufort. The guests numbered 120. Refreshments were provided by the ladies' committee of the hall by arrangements made with Miss M. Herbert.

NEW JOURNALS

Blackpool Branch is to be heartily congratulated upon issuing a "Nalگو Bulletin" to circulate amongst the 600 members of the branch. We have just received the January and February issues, and we are impressed with the high standard that this new journal has already attained. May we hope that the correspondence about the work of the executive committee will be continued. It is certainly interesting and amusing.

Poole Branch has just taken a great stride forward in producing a monthly bulletin. Although the first number consisted of only

the Heywood Branch, and afterwards president, and in the difficult times of the early days of N.A.L.G.O. he was a tower of strength and support to the local position. His death is a great loss to the Association generally.

CONGRATULATIONS

Miss E. Gerard has just been promoted to the position of borough librarian and curator of Worthing, and thus in a period of thirty-five years she has risen from the bottom to the top of her department in her home town. Miss Gerard was the first woman other than a chief officer to occupy a seat on the council of the Library Association, and she was elected the first woman president of the Association of Assistant Librarians in 1918. We offer her our heartiest congratulations and best wishes for many years of successful administration.

Hearty congratulations to Mr. H. H. Lack, of the borough treasurer's department, Northampton, who on the combined result of the 1935 examinations held by the London Chamber of Commerce has been awarded a gold medal for proficiency in secretarial law, company law, and commercial law (higher grade). In addition, he had obtained a company law paper.

Mr. David Wyn Roberts, of the county architect's department, Wrexham, has been successful in winning the 1936 Soane Travelling Scholarship of £150 in connection with the Royal Institute of British Architects.

The Soane Scholarship, awarded for architectural design every alternate year, is regarded as one of the highest awards in the architectural profession and covers the whole of the British Empire. The scholarship permits the holder to travel on the Continent for at least three months, inspecting buildings of architectural merit, and this should prove a great asset in Mr Roberts' future career.

Mr. J. H. Linfield, clerk to the Spenborough Council, and an ex-president of the Spenborough Branch, has received many congratulations upon the honour conferred upon him in the New Year's Honours List of Officer of the Order of the British Empire for public services in the West Riding of Yorkshire. He has just completed 42 years' service in local government.

OLDHAM CRUISE

The Oldham Branch has chartered the s.s. Camito (7,000 tons) of the Fyffes Line Steamship Company for a cruise during Oldham Wakes Week, 1936. The boat will depart from Southampton on Saturday afternoon, August 29, will arrive at Rotterdam on Sunday afternoon, August 30; will leave on September 1, and arrive at Swansea on September 6. The fare, including rail fare, for the eight days' trip will be £10. Accommodation is first-class throughout, and all the cabins will be outside. All inquiries regarding details of this cruise should be addressed to Mr. H. N. Smawfield, 153, London Road, Oldham.

A presentation of a pipe and case was made to Mr. W. Thomas in recognition of the services he had rendered to the Association as branch secretary of the Ebbw Vale Branch for the past five years.



The New Badge of the Nalگو Motoring Association is composed of the Crest of the Association enamelled in Nalگو Colours surmounted by chromium-plated wings in relief. Members of this section can obtain it from Headquarters together with the necessary fittings at 9/6 post free.

two foolscap stencilled pages, the style and tone are of such a high order than an increase in size will certainly follow.

Good luck, Poole!

STAFF-OUTINGS

A suggestion for branch outings this year is a visit to the Association's Holiday Centres at Croyde Bay, North Devon, or Cayton Bay, near Scarborough. Luncheon or tea will be provided at a reasonable cost, and an opportunity given for an inspection of the centres. Small parties not exceeding 40 can be catered for at the Association's private hotel at Rhos-on-Sea, North Wales.

OBITUARY

The Heywood Branch has suffered a great loss in the death, after only a few days' illness, of Mr. Harold Knowles, the borough treasurer, at the comparatively early age of 55 years. Mr. Knowles had been an officer of the corporation for more than forty years. He was for many years the honorary secretary of

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Home Gardening

By WALTER P. WRIGHT

Author of "Roses and Rose Gardens," "Alpine Flowers and Rock Gardens,"
"The Wright Encyclopedia of Gardening," etc.

IN my February notes I called attention to a number of beautiful flowers which could be sown early in order to provide material for the flower-beds after the spring display was over.

One occasionally meets with an amateur gardener who has persistent ill-success with his early box-sown stuff. The seeds germinate slowly, the seedlings are provokingly slow when they do appear, and after being pricked out, they still dally, so that everything is backward when planting-time comes.

As I have met with more than one such case, it seems worth while to say a few words about probable causes. First, the soil. Does it contain plenty of crumbled leaf-mould as well as of sifted loam and sand? Is it sweet? Is the surface made very fine for small seeds? Is it kept just moist, neither dry nor sodden? Given all these conditions, I should suspect either the sand or the water if there was still trouble. Any kind of sand will not do for seedlings; in fact, if there is the slightest acidity or "sourness" about it, disappointment is certain. To be on the safe side, florists' Bedfordshire sand should be used in every doubtful case.

As to water, which is often caught from outbuildings in a closed butt, and being soft, is accepted as suitable without question, there are cases in which the roofing material, not being slates or tiles, but which has been treated with chemicals, causes the water to become impregnated with injurious substances. Water in a butt may have an unpleasant smell in warm weather if it has come off a roof covered with dressed material, and should be considered suspect in consequence. Rather than use it I would employ tap water, first, however, exposing it to the sun in favourable weather and stirring in just before use a very small proportion—certainly not more than half an ounce per gallon—of nitrate of soda. I have known such a change have successful results.

It is possible that in some cases of failure the simple mistake of using too deep a box, the soil of which gets sour through prolonged watering, accounts for a good deal; but where there is doubt the remarks above should be carefully pondered.

Eager spirits may be asking themselves whether hardy annuals may be sown soon. They may, in mild districts, but I think people as a whole would be wise to work off steam in some other direction, leaving the sowing of outdoor annuals until April. There are Pansies and Violas to consider, for example, and in the form of plants, not seeds. Beyond doubt, these valuable plants are more often planted too late than too early, and I would get them in as soon as possible.

Carnations raised from layers as suggested last summer should be examined as soon as possible, especially if they have passed the winter in a cold frame. Some of the "grass" may have become rusty,

and should be picked off. While tilling the soil well with the tools, I would not use animal manure in the case of these charming flowers, but would prefer mixing a few handfuls of lime with half a pound of bone meal and spreading over about three square yards of bed.

Another important plant to need attention is the Dahlia. Have stools been placed in heat to start shoots from the tubers? Then take care of these to the extent, if conveniences permit, of giving each a small pot of sandy and loamy soil and keeping them close under a bell-glass or in a propagating-pit until rooted. Or there may be young seedling Dahlias coming on, and these again may have separate pots, but with the compost enriched by the inter-mixture of about a quarter of leaf-mould.

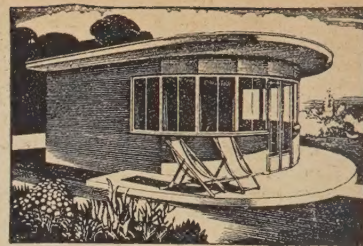
What of Chrysanthemums for the garden? If the required stock is being raised at home it will probably now be in the stage of having rooted from cuttings taken last autumn, in boxes in some cases, in pots in others. All ought to have separate small pots soon, in a compost of loam, leaf-mould or decayed manure, and sand; together with a position in a cold frame which is regularly ventilated. It is not, however, too late to put in a batch of cuttings, taken either from growing shoots or as suckers from roots which have been kept near the glass.

What, too, of Roses? We chatted about them to some tune last autumn, and agreed, you remember, that we would get in every plant that we meant to grow for 1936 before November was out. Did we do it? I wonder if all of us did? Lag-gards, be up and doing, or all the best plants of the varieties you particularly want will be gone, and then, of course, you will want them more than ever. Deep and well-manured soil, please, but not deep planting.

Many growers of Gladioli like to start their plants in shallow boxes of leaf-mould, the corns not quite covered, and put them in a sunny, sheltered part of the garden, or, better still in a cold frame, if there is room. A very good plan, too; but if you are to reap the full benefit of the plan, carry it out at once.

Before completing my notes for the present month, I should like to remind my readers of the attractions of Anemones and Ranunculuses, and add that March is not too late for planting, provided the soil is friable. Eight to nine inches apart is a suitable distance, and two inches a suitable depth, the Ranunculuses being set with the "claws" downward.

I must also remind growers of Sweet Peas that seedlings under glass should not be allowed to spindle up, but should be stopped at about four inches high and kept close to the glass when the weather dictates shelter, otherwise keeping the lights off the frames.



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THE fifteenth annual reunion and concert of the Metropolitan District, held at the Queen's Hall, on Friday, May 7, was up to the usual high standard of such events, and it is believed that the majority of people were glad to pack at Queen's Hall after the rather cosy atmosphere of Albert Hall last year. Artists were all old favourites, and they received a very warm welcome from the members who were fortunate enough to have bought their tickets early.

During the interval, after the presentation of trophies, Mr. P. H. Harrold, the President of the Metropolitan District, referred to the fact that Mr. F. R. Finch, acting as chairman of the reunion for the last time. He had been chairman of the district committee for twelve years, and, Mr. Harrold said, "Mr. Finch is retiring not because of superstition, but because of superannuation." The vote of thanks for all the work, the time, and the trouble which Mr. Finch had devoted to the job, was unanimously and vociferously given, and Mr. Finch, in his reply, said that the joys which he got out of his service to N.A.L.G.O. were adequate compensation for the work which he had performed.

During the interval the following prizes were presented:

ADMINISTRATION.—Gentlemen's Doubles (Team) Tournament: the "Croydon" Cup. (Presented by the Croydon Municipal Officers' Association.) Winners: Woolwich; runners-up: Croydon. Gentlemen's Doubles Championship: the "Woolwich" Cup. (Presented by the Woolwich Branch of the N.A.L.G.O.) Winners: Woolwich; runners-up: Middlesex. Gentlemen's Individual Championship: "the J. Johnson" Cup. (Presented by J. Johnson, Esq., O.B.E., Borough Treasurer, West Ham.) Winner: Mr. K. Her (West Ham); runner-up: Mr. Cooper (Woolwich).

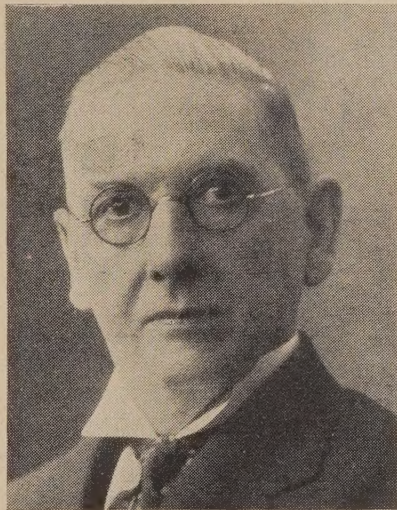
BILLIARDS AND SNOOKER POOL.—Gentlemen's Team Competition: the Metropolitan District Billiards Cup. (Presented by Messrs. Kendal & Dent.) Winners: Fulham; runners-up: Lambeth. Billiards Individual Championship: the "Leonard T. Snell" Cup. (Presented by Mr. Alderman Leonard T. Snell, F.A.L., late Mayor of Paddington.) Winner: Mr. W. H. Taylor (Wilkesden); runner-up: Mr. Freeman (Leyton). Snooker Pool Team Competition: the "West Ham" Cup. (Presented by the West Ham Branch of the N.A.L.G.O.) Winners: Wandsworth; runners-up: Bermondsey. Snooker-Pool Gentlemen's Championship: the "Ilford" Cup. (Presented by the Ilford Branch of the N.A.L.G.O.) Winners: West Ham; runners-up: Wandsworth. Snooker-Pool Individual Championship: the "Bulphitt" Cup. (Presented by C. F. Bulphitt, Esq.) Winner: Mr. J. McCluskey (Holborn); runner-up: Mr. D. D. (Ilford).

BOWLS.—Single Rink (Four Players) Competition: the "Stanley Crosse" Cup. (Presented by Mr. Councillor C. Stanley Crosse, C.C., late Mayor of Paddington.) Winners: Paddington; runners-up: Wimbledon. Pairs Competition: the "Paddington" Cup. (Presented by the Paddington Local Government Officers' Association.) Winners: Paddington; runners-up: Leyton. Single-ended Championship: the "Edwin Hayes" Cup. (Presented by Mr. Alderman Edwin W. Hayes, late Mayor of Lewisham.) Winner: S. J. Savidge (Leyton); runner-up: Mr. Cook (Woolwich).

RIFLE SHOOTING.—Team Competition: the "Hammersmith" Cup. (Presented by the Hammersmith Branch of the N.A.L.G.O.) Winners: Middlesex "B"; runners-up: Middlesex "A."

Metropolitan District Reunion

CHESS.—Team Competition: the "Coombs" Chess Challenge Cup. (Presented by the late E. A. Coombs, Esq., M.B.E., F.S.A.A., per the Kensington Municipal Officers' Guild.) Winners: Middlesex; runners-up: Hackney. Individual Championship: the "Mary Lord" Chess Challenge Cup. (Presented by S. Lord, Esq., F.S.A.A., Past President of N.A.L.G.O., Borough Treasurer of Acton.) Winner: Mr. D. Love (West Ham); runner-up: Mr. J. D. Chance (Hornsey). Individual Handicap Competition: the "Bailey" Chess Cup. (Presented



MR. F. R. FINCH.

by E. W. Bailey, Esq., A.S.A.A., Borough Treasurer of Bethnal Green, per the Bethnal Green Branch.) Winner: Mr. W. R. Farmer (Camberwell); runner-up: Mr. W. C. Denny (Lambeth).

CRICKET.—Team Competition: the "Lambeth" Cricket Shield. (Presented by the Lambeth Municipal Officers' Guild.) Winners: Ilford and Middlesex (drawn).

FOOTBALL.—Team Competition: the Metropolitan District Football Shield. (Presented by the Metropolitan District Committee.) Winners: Croydon; runners-up: Fulham.

GOLF.—Individual Championship: the "Municipal Journal" Challenge Cup. (Presented by the Proprietors of the "Municipal Journal.") Winner: Dr. J. Young (Teddington); runner-up: Mr. W. B. Wignall (Mitcham).

LAWN TENNIS.—Ladies' Doubles Championship: the "Lady Duncan Watson" Cup. (Presented by Lady Duncan Watson, per the St. Marylebone Staff Association.) No contest this year. Mixed Doubles Championship: the "St. Marylebone" Cup. (Presented by the St. Marylebone Staff Association.) Winners: Hackney; runners-up: Croydon. Gentlemen's Doubles Championship: the "Wilkesden" Cup. (Presented by the Wilkesden Staff Association.) Winners: Hackney; runners-up: Kingston. Ladies' Individual Championship: the "Mrs. G. E. Brydges" Cup. (Presented by Mrs. G. E. Brydges, per the Ealing Branch of the N.A.L.G.O.) Winner: Miss Charles (Lewisham); runner-up: Miss Gray (Middlesex). Gentlemen's Individual Championship: the "Mrs. G. E. Brydges" Cup. (Presented by Mrs. G. E. Brydges, per the Ealing Branch of the N.A.L.G.O.) Winner: Mr. R. C. Howard (Walthamstow); runner-up: Mr. G. L. Downing (Hackney).

MOTORING.—Reliability Trial: the "Wembley" Cup. (Presented by the Wembley Branch of the N.A.L.G.O.) Winner: Mr. W. J.

Brock (Middlesex); runner-up: Mr. M. C. Revell (West Middlesex).

RIFLE SHOOTING.—Team Competition: the "Johnson" Rifle Shooting Shield. (Presented by Sir Arthur P. Johnson, M.A., J.P., Past President of N.A.L.G.O.) Winners: Middlesex; runners-up: Hampstead.

ROAD WALKING.—Team Race (Teams of Three): the "Westminster" Challenge Shield. (Presented by the Staff of the Westminster City Council.) Winners: Lambeth; runners-up: Bethnal Green. Team Race (Teams of Four): the "Lawson" Challenge Cup. (Presented by Lord Burnham.) Winners: Lambeth; runners-up: Enfield. Individuals Race (confined to Metropolitan, City, and Borough Council Officials): the "Smith" Challenge Cup. (Presented by the late J. A. Smith, Esq.) Winner: Mr. A. I. Bell (Lambeth); runner-up: Mr. C. D. Turbayne (St. Marylebone). Individuals Race (confined to Officials outside Metropolitan, City, and Borough Council Staffs): the "Dawes" Challenge Cup. (Presented by the late J. Arthur Dawes, Esq., M.P.) Winner: Mr. N. A. L. Burt (London C.C.); runner-up: Mr. L. Jones (Merton and Morden).

SWIMMING.—Championship Team Race: the "Middlesex" Challenge Cup. (Presented by the Middlesex County Officers' Association.) Winners: Middlesex; runners-up: Ealing. Handicap Team Race: the "A. P. Johnson" Challenge Bowl. (Presented by Sir Arthur P. Johnson, M.A., J.P., Past President of N.A.L.G.O.) Winners: Sutton and Cheam; runners-up: Hammersmith. Water Polo Team Championship: the "East Ham" Shield. (Presented by the East Ham County Borough Officers' Association.) Winners: Croydon; runners-up: Middlesex. Ladies' Championship: the "Hackney" Cup. (Presented by the Hackney Branch of the N.A.L.G.O.) Winner: Miss B. Banks (Middlesex); runner-up: Mrs. Newington (Croydon). Gentlemen's Championship: the "Beckenham" Cup. (Presented by the Beckenham Branch of the N.A.L.G.O.) Winner: Mr. K. MacLellan (Croydon); runner-up: Mr. J. Worthington (Ealing). Ladies' Handicap: the "Beatrice Finch" Cup. (Presented by Frank R. Finch, Esq., chairman of the Metropolitan District Committee.) Winner: Miss D. North (East Ham); runner-up: Mrs. Newington (Croydon). Gentlemen's Handicap: the "W. G. Maers" Cup. (Presented by the Camberwell Branch of the N.A.L.G.O.) Winner: Mr. R. E. Collins (Wembley); runner-up: Mr. H. J. Walker (Camberwell). Gentlemen's Breast Stroke Championship: the "Bedford" Cup. (Presented by the Hampstead Municipal Officers' Guild.) Winner: Mr. J. G. Davies (Middlesex); runner-up: Mr. T. J. G. Towndown (Barnes). Gentlemen's Plunging Championship: the "Leyton" Cup. (Presented by the Leyton Branch of the N.A.L.G.O.) Winner: Mr. A. E. Maker (Leyton); runner-up: Mr. G. L. Cramp (Bexley). Ladies' Diving Championship: (No trophy at present.) Winner: Mrs. Newington (Croydon); runner-up: Miss B. Banks (Middlesex). Gentlemen's Diving Championship: the "Arthur Purkis" Cup. (Presented by Arthur Purkis, Esq., Town Clerk, Deptford.) Winner: Mr. A. A. Bacon (Middlesex); runner-up: Mr. J. F. Saunders (Deptford).

TABLE TENNIS.—Team Competition: the "Hampstead" Cup. (Presented by the Hampstead Municipal Officers' Guild.) Winners: Bethnal Green; runners-up: Middlesex. Gentlemen's Doubles Championship: the "W. G. Maers" Cup. (Presented by the Camberwell Branch of the N.A.L.G.O.) Winners: Bermondsey; runners-up: Heston and Isleworth. Ladies' Individual Championship: the "Surrey" Cup. (Presented jointly by Surrey C.C. Branch and Metropolitan District Committee.) Winner: Miss E. Craighill (Ealing); runner-up: Miss H. Sieff (Surrey). Gentlemen's Individual Championship: the "Bermondsey" Cup. (Presented by the Bermondsey Branch of the N.A.L.G.O.) Winner: Mr. G. W. Marshall (Camberwell); runner-up: Mr. L. B. Bailey (Bethnal Green).

WHIST.—Team Competition: the "Metropolitan District Whist" Cup. (Presented by Messrs. Kendal & Dent.) Winners: Leyton; runners-up: Wilkesden.

METROPOLITAN DISTRICT SPORTS AND RECREATION BRANCH CHAMPIONSHIPS.—The "Municipal Journal" Championship Bowl. (For all Branches). (Presented by the Proprietors of the "Municipal Journal"). Winners: Middlesex; runners-up: Croydon; third place: Leyton. The "P.L.A." Junior Championship Cup. (For Branches with less than 100 members.) (Presented by the Port of London Authority (Upper Division Staff) Branch of the N.A.L.G.O.) Winners: Holborn; runners-up: Carshalton and Southgate (a Tie).



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